Sage HRMS

Make a positive difference for your business *and* your employees

sage

Maximize Your Return
on Employee Investment

Do you treat your employees like investments? A company is only as good as its workforce. We are used to talking about a company as if the organization itself is a person, but an organization does not generate ideas, does not give service, and by itself is neither efficient nor productive. People make all of those things happen.

At Sage, we believe that employees are the most important component in the quest to improve business results. It makes sense to treat employee-related expenses as an investment in the workforce. Like any other investment, this critical company investment must yield a healthy return. We call that the Return On Employee Investment™ or ROEI.™

HR-related technology such as Human Resource Management Systems (HRMS) and Talent Management solutions were traditionally thought of as cost reduction tools, saving time and automating routine administration to raise productivity within the HR department itself. An HRMS certainly does deliver that result. But when viewed as part of an investment in a competitive workforce, it can do much more.

Through employee self-service, training, development, compensation, and benefits management, HRMS and Talent Management can provide the tools to help keep employees engaged and satisfied. These systems also deliver the analytics to help managers and executives examine trends, support business decisions, and plan for future organizational changes.

Investing in an HRMS solution, integrated with performance management, learning and training, tools for decision support, self-service portals, and more, is an investment in the most important asset of the organization: its employees. And the return on the investment in employees can turn a struggling company into a winner.

Sage HRMS—a critical key to business and ROEI success.

An industry-leading, customizable HRMS solution, Sage HRMS helps companies optimize their HR business processes as well as maximize their Return On Employee Investment (ROEI).™ Developed by HR professionals for HR professionals, Sage HRMS delivers a tightly integrated set of comprehensive features and functionality that increase efficiency and improve productivity at every level in the organization.

With Sage HRMS, you can successfully meet and respond to the HR management challenges you face every day in the areas of payroll, benefits, employee self-service, attendance, recruiting, training, workforce analytics, and more. By automating and streamlining your day-to-day HR business processes using Sage HRMS, you and your staff are freed up to spend more time and energy on the business asset that is most vital to your company—your employees.

The Single Point of Truth

The Sage HRMS centralized database contains all the present and historic information about active and nonactive employees of the organization. Sage HRMS is your single source for flawless payroll processing, employee administration, registration, analysis, employee life-cycle management, and all other crucial employee-related information. The benefit? High accuracy and reliability of your data translates into high efficiency for your organization.

Unlike other systems, Sage HRMS is the only solution that combines low cost, ease of use, and the ability to dynamically share information with executives, managers, and others both inside and outside your organization, so leaders receive accurate information securely, when and where they want it. From on-demand information sharing to process automation and real-time business alerts, Sage HRMS is designed to support executive analysis and decision-making. Sage HRMS helps ensure that the HR mission-critical needs of your organization are met with the employees and programs you require today—and even as those needs change and grow well into the future.

Sage HRMS

Sage HRMS helps you elevate the level of service your HR department provides. This easy-to-use software lets you deliver crucial process analytics and decision support to management, increase employee motivation and retention, and improve organizational efficiency by automating employee related procedures. Using Sage HRMS you can:

- Reduce time-consuming and error-prone clerical work by centralizing, tracking, and reporting employee data that may be scattered across multiple systems.

- Ensure government compliance to avoid company risk in meeting federal and state rules, regulations, and reporting requirements.

- Manage your employee information more effectively with a set of powerful tools.

- Closely monitor employee records and personnel actions, HR compliance, benefits administration, absence management, reporting (standard and custom), and data import/export actions.

Sage HRMS Extended Solutions (a Few of Many)

Sage Employee Self Service (Sage ESS)

Enable your employees to request time off, review pay history, update contact information, and more—with just a few mouse clicks. Instead of calling the HR department with routine inquiries, employees and managers can access and review information regarding time off, current benefits, and current job details—anytime, anyplace over the Internet or company intranet. A new part of Sage ESS is an innovative methodology called Sage Employee Analytics, which provides executives, managers, and supervisors with a live and secure view into information relevant to managing their business.

Sage Benefits Enrollment

Save countless hours and piles of paperwork by moving benefits to open enrollment online. Sage Benefits Enrollment takes the powerful benefits management solution of Sage HRMS to the next level by empowering employees to make their own benefits elections through the Internet or intranet. Easy step-by-step wizards guide administrators through the benefit plan setup process and walk employees through open enrollment. Sage Benefits Enrollment even includes year-round life events management that allows employees to update information such as marital status and dependents.

Sage HRMS Benefits Messenger

Cut the costs and complexity of benefits administration by securely automating the communication of employee benefits enrollment data to health insurance carriers with Sage HRMS Benefits Messenger. This powerful solution eliminates the need to submit paper enrollment forms or create and maintain customized electronic file formats. Sage HRMS Benefits Messenger also eliminates the costly errors associated with duplicate data entry and "missed enrollments" both during annual open enrollment periods and for employee changes throughout the year.

Sage HRMS Talent Management by Cornerstone OnDemand

Increase employee engagement, productivity, retention, and alignment with organizational goals with Sage HRMS Talent Management by Cornerstone OnDemand. Sage HRMS Talent Management covers the employee lifecycle, from onboarding through learning management and performance measurement to succession planning and can grow with your needs.

Sage HRMS OrgPlus

Help yourself and your employees better understand your company's strategy and structure, as well as everyone's role in achieving organizational objectives, with Sage HRMS OrgPlus. Capabilities include chart creation, customization, publishing, printing, sharing, schedule updates, and integrated data management.

Sage HRMS HR Actions® by Delphia Consulting

Streamline the collection and approval of employee data using the web. Sage HRMS HR Actions by Delphia Consulting, a Sage Endorsed Solution, lets you easily create paperless forms using any fields from Sage HRMS. Process any action from request to hire to termination and everything in between, including status changes and performance appraisals. Save time, money, and paperwork with an online manager and employee self-service.

Sage HRMS Alerts and Workflow by Vineyardsoft

Closely track all your business data, both within Sage HRMS and beyond, with Sage HRMS Alerts and Workflow by Vineyardsoft, a Sage Endorsed Solution. Providing every organization with much-needed exception management, Sage HRMS Alerts and Workflow identifies and responds to conditions that fall outside of an organization's standard operating procedures such as a contract that is about to expire, an employee returning from a leave of absence, or a new hire, and helps organizations avoid saying, "If only we had known."

Sage HRMS Cyber Recruiter® by Visibility Software

Effectively manage and communicate during the entire recruiting process with Sage HRMS Cyber Recruiter by Visibility Software, a Sage Endorsed Solution to help fill open positions more quickly and efficiently. Recruiters, hiring managers, and their staff can focus more on core recruiting activities while eliminating administrative tasks. Sage HRMS Cyber Recruiter is an in-house, 100 percent web-accessible tool that is highly configurable, paperless, and process oriented—the perfect recruiting software solution for your company.

Payroll Options

In-House Payroll

Sage HRMS Payroll

If you want complete control over your payroll process and sensitive payroll data, Sage HRMS Payroll enables you to produce accurate, timely payroll in-house and gives you complete control over your payroll process and sensitive payroll data. Simplify your organization's payroll processing with selection lists and anytime check processing. We'll keep you in compliance with ever-changing tax laws through quarterly updates, including tax tables. Sage HRMS Payroll can produce U.S. or Canadian payroll or support a combination of both if your organization operates in both countries.

The advantages of in-house payroll processing are the tight integration with Sage HRMS, the comprehensive reporting, the last-minute changes you can make if needed, and the comforting assurance that you are in total control.

Sage Payroll Tax Forms and eFiling by Aatrix®

Safeguard your company against tax filing errors and meet all state and federal (and Canadian) reporting and payment requirements right from your Sage HRMS Payroll software with Sage Payroll Tax Forms and eFiling by Aatrix.

Outsourced Payroll

CompuPay

CompuPay, a Sage alliance partner and the fourth-largest outsourced payroll provider in the U.S., offers outsourced payroll and includes such features as fax, PC and Internet payroll, tax filing, web reporting, direct deposit, restaurant reporting, time clock systems, employee benefit programs, and much more.

Payroll Cards

Sage Payroll PayCard

Save money on your payroll processing costs with the Sage Payroll PayCard, an easy-to-use alternative to paper paychecks. This payroll debit card enables all employees to be enrolled in direct deposit, regardless of an existing banking relationship. It easily integrates with both Sage HRMS Payroll and CompuPay and features a user-friendly online enrollment platform.

Why Choose Sage?

We are an experienced and established HR/payroll software provider serving small and midsized organizations.

- Introduced first PC-based HR system to the market in 1986.

- Over 19,000 Sage HRMS solutions sold.

- Our top Sage HRMS business partners (local HRMS technology consulting experts), have well over 300 years of collective HR and payroll experience, and most have Professional in Human Resources (PHR), and/or Certified Payroll Professional (CPP) designations.

- Uniquely qualified with a diverse group of Extended Solutions Providers.

- Support and service staff hold certifications, such as CPP, PHR, Microsoft® Certified Systems Engineer, and Microsoft Certified Database Administrator.

We are specialists in working with companies that may be adopting HRMS technology for the first time.

- For many of our customers, Sage HRMS is their first commercial HRMS solution.

- We understand the challenges you may be facing, like being understaffed, having inadequate systems, or having limited technical capabilities or limited budgets.

We have the strength to be your long-term business partner, especially in an uncertain economy.

- Sage HRMS is part of Sage North America. Our parent company, Sage Group plc, formed in 1981, was floated on the London Stock Exchange in 1989, and now employs 12,300 people and supports more than 6 million customers worldwide.

- Our large Sage HRMS customer base supports a healthy development partner community (Extended Solutions Providers).

We are one of the recognized leaders in HR/payroll solutions for small and midsized businesses

- Sage HRMS . . . is the leading on-premise HRMS option for companies with fewer than 1,000 employees. *The Forrester Wave™* "Human Resource Management Systems," 2008

Support and Technical Services

Sage Business Care

Enables you to receive new features, enhancements, responsive technical expertise, and other important benefits. With Sage Business Care, you'll maximize the value of your Sage HRMS software today and in the future.

Sage HRMS Business Partners

Comprise a network of highly trained, certified HR technology experts who will partner with your business for implementation, training, and customization. They have the HR, payroll, and technology expertise to address your toughest workforce challenges.

Sage University

Offers flexible, convenient training options, designed to fit any busy schedule. Whether you prefer to learn in a classroom or online, you'll gain insider tips and expert advice in Sage HRMS training. Try out the new Virtual Classroom—it's a completely interactive learning experience delivered online so you never have to leave the office!

Sage Professional Services Group (PSG)

Provides help for complex installations or customizations that can enable you to quickly realize the full benefits of Sage HRMS solutions. Count on PSG to assist you with installation, training, data conversion, implementation, and other special projects.

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