Providing all-in-one functionality to efficiently and effectively manage employees in a paperless capacity.

SmarterHR
Automate. Capture. Deliver.

SmarterHR is an online Human Capital Management System designed to allow companies to manage all of their Human Capital over the internet. With SmarterHR (HCMS) HR, Benefits, Payroll, Time and Attendance tasks that used to take hours and days can be done in minutes or seconds.

Your workforce is your company's greatest asset and an integral component in the company's ability to earn money. The success of an HR executive is determined by their ability to efficiently coordinate the multitude of functions required to manage employees and communicate the data with each of the departments and associated vendors.
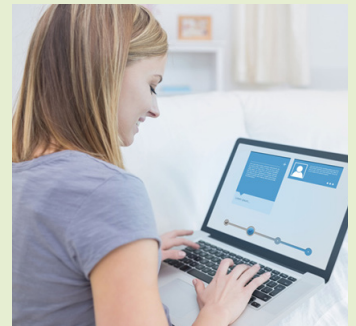

Human Resources

SmarterHR features a comprehensive online management system that tracks and delivers employee data and facilitates employer communication. Through a user friendly online interface, employers can track items including vacation, PTO, FMLA, employee basic data, benefit enrollment, performance management, time and attendance, work schedules and much more.

Job Applicants

The Job Applicant Tracking Module was designed to manage and automate each aspect of the recruiting and hiring process, including posting jobs, managing vendors, the screening and tracking of applicants, EEO Veteran's Employment, applicant source and recruiting reporting. To hire an applicant, HR simply clicks a check box to approve the new hire and the new employee is loaded into the HCMS, payroll, time and attendance and all reports instantly.

Employee Onboarding

Streamline your new hire process with an onboarding module that allows you to instantly deliver the forms and documents you need to onboard new employees online. SmarterHR offers an onboarding module designed for businesses that want to reduce the costs, time and errors associated with new employee onboarding.

Payroll Services

SmarterHR payroll offers a complete payroll processing service that has the added convenience of synchronizing with the HCMS system. Any changes initiated by HR, dynamically transmit to payroll, without the payroll administrator having to duplicate the data entry. Entries such as new hires, terms, wage and hour changes, benefit enrollment deductions and more, all update payroll on the correct pay date without the payroll processor having to rekey the data changes.

Payroll Integration

SmarterHR offers customizable solutions that can be tailored to your company's needs. Since our system can be customized, you do not necessarily have to change from your current payroll processing system to use SmarterHR.

Time & Labor Management

The Time and Labor Management module utilizes new technology and methods (time collecting devices) such as online time clocks. These tools allow employees to access their time information through their home page, enabling them to review their punches and notify employer and managers of any changes.

Benefit Administration

The Benefit Administration module permits HR professionals to easily administer and track employee participation in benefits programs. The module includes healthcare plans, dental plans, vision, group insurance and pension plans, as well as profit sharing and stock option plans.

Forms Center

The Forms Center module can contain all of a company's forms for distribution, population, reporting, management, archiving, and signature. Forms auto populate employee and employer data and can be signed using e-signature online.

COBRA

The COBRA module provides for the administration of the Consolidated Omnibus Budget Reconciliation Act (COBRA). This includes notice requirements, tracking, and reporting of all Qualifying Events, COBRA payments and tracking of participants.

Reporting

The Reporting module updates instantly as the actual workflow processes are completed. The system contains many canned reports, such as job applicant reports, benefit enrollment management reports, COBRA, change history, HR management reports, accrual balance reports, terminated employee tracking reports and many

others. The HCMS also allows for the creation of custom reports via the Custom Report module. A dynamic report writer allows users to build their own reports and customization is always available to help clients create new special reports as needed.

Compliance Center

The Compliance Center module keeps the company connected to all state and federal compliance issues, such as compliance assistance for Consumer Health and Welfare Plans, COBRA, FMLA, laws and Regulations, Federal Resources Databases, State Resources Databases by State, ERISA, FLSA and OSHA.

PPACA Compliance

SmarterHR's PPACA compliance solutions can help you manage the complex data aggregation, analysis and reporting requirements imposed by PPACA. Our technology can help you manage all of the elements needed for compliance including tracking employee status/full/part-time classification. The system will also file the 1094 and 1095 electronically.

Communication

The Communication module allows the employer to capture employee emails for quicker communication of employer related updates and notifications. Emails can be sent to a single employee, all employees in a department or all employees in a location and can be managed through the system.

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Creating Business Automation & Increasing Efficiencies!!!

Talent Acquisition

Time & Labor Management

Payroll

Talent Management

HR Management

- Human Resources
- Job Applicants
- Employee On boarding
- Payroll Services
- Payroll Integration
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- Benefit Administration
- Forms Center
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- Compliance Center
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- Communication

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