Human Capital Management in IFS Cloud

Embedded People Management:
Built for the Businesses that Transform the World

In today's rapidly evolving global business environment, building a highly skilled, high-performing team is crucial for both short-term agility and long-term success. Powered by IFS.ai, IFS Cloud's people management solution, IFS Human Capital Management (HCM), helps people managers optimize processes with real-time insights into worker performance, development, and engagement, driving workforce growth and transformation across diverse geographies.

The solution streamlines people management in a single, integrated experience designed for global operations. It offers tools for headcount planning, talent acquisition, onboarding, career development, reward management, health and safety, time and attendance, and travel management, all adaptable to local, regional, and global needs. Leveraging IFS.ai, people managers can harness predictive analytics and intelligent automation to manage workforce trends, improve retention, and continuously develop talent across borders.

Embedded within IFS Cloud, this solution empowers people managers to make strategic workforce decisions that drive business growth while offering AI-powered self-service capabilities for employees, contractors, and partners. This enables HR professionals, business managers, and workers to make data-driven decisions, improve productivity, and enhance the overall experience, no matter where they are in the world.

Benefits

With the right solution, you can build high performing teams and empower your employees, managers and HR teams to increase employee engagement, achieving full control and visibility of your workforce like never before.

Better Manage Global Employee Lifecycle
Gain control over the entire workforce lifecycle, from recruitment to retirement, and track key data like time, absences, competencies, and availability across regions.

Streamline Industrial Workforce Management
IFS HCM provides real-time clocking-in, skill tracking, and visibility into who's on the job, ensuring optimal workforce allocation and boosting productivity in industrial operations.

Drive Efficiency with Automation
Automate manual tasks, reduce errors, and streamline HR processes globally, while leveraging AI to generate unbiased job descriptions and eliminate administrative overhead.

Optimize Workforce Strategy and Experience
Use IFS.ai to align global workforce data with business goals for better decision-making, while providing self-service tools for qualifications, development, and training to improve the global worker experience.

Key capabilities

Leverage IFS Cloud's Human Capital Management (HCM) solution to manage and optimize your global workforce, streamline HR processes, and empower your employees with intelligent, data-driven insights throughout the employee lifecycle.

Employee & Organization Management

Automatically map global organizational structures and positions to create effective resource solutions. IFS.ai supports efficient management of employee data and related processes across multi-company or matrix environments, ensuring secure access and seamless integration. Salary planning and review tools boost budget accuracy, financial planning, and workforce management, even in complex global organizations.

Recruitment

Streamline the hiring process with guided, embedded recruitment tools, from requisition to employment, or integrate with SmartRecruiters for enhanced capabilities. Leverage IFS.ai to generate bias-free job descriptions and automate repetitive tasks, saving administrative time and improving hiring efficiency globally.

Qualifications, Development & Training

Define global qualification requirements and align them with development, training, and recruitment processes. IFS.ai helps identify outdated or overrepresented qualifications and ensures continuous feedback and development with automatic updates to qualifications, training history, competencies, and certifications. This allows organizations to continuously invest in their employees' professional growth across all regions.

Health & Safety

Quickly define and implement safety procedures and risk management policies for incident and illness tracking, safety management, risk assessments, medical examinations, material hazard information, and first aid licenses. Utilize auto-created distribution lists to alert relevant parties once an incident is documented, ensuring swift and appropriate action is taken to address health and safety concerns.

Expense Management

Simplify global travel and expense management by automating the entire process, from submission to approval. IFS.ai and machine learning enhance accuracy in receipt data extraction across multiple countries and languages, making it easier to track expenses linked to cost centers, projects, and work orders. This ensures efficient cost control and compliance with local tax regulations.

Time & Attendance

Simplify the management of employee working hours, time, and attendance, including absence limitations, with complete and flexible time reporting, including authorization and job time tracking for projects, work orders, and shop orders. Automatically check wage code distribution and calculates balances for flexi-time, overtime, and shift premiums based on central rules. Ensure accurate time logs with easy clock-in and clock-out features that integrate with shop floor reporting. Time and attendance data can be visualized in various calendar formats and transferred directly to third-party payroll systems for seamless processing.

Self-Service Portals

Engage workforce and managers with self-service tools for managing time, expenses, qualifications, and training. IFS.ai enhances user experience by providing role-based, data-driven insights, allowing employees to manage their information and helping managers track key performance metrics, appraisals, and development progress on a global scale.

Payroll Integration

Seamlessly integrate with your preferred payroll system with minimal complexity or use standard integrations with IFS-selected global payroll partners. The integration framework enables the transfer of authorized time and expense transactions to third-party payroll systems. It supports both RESTful APIs for real-time integration and file-based transfer mechanisms, providing flexibility for organizations to manage payroll processing efficiently.

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