



Efficiency is the name of the game. Companies need to keep costs down and get the most they can from their workforces. You need an HRIS that can help your organization survive these tough times.

Now more than ever, the data you get from your HR system is critical. It can give you the hard facts and unbiased opinions your executives expect from you. It can help you analyze and optimize your workforce.

If your HRIS doesn't help you maintain processes at a high level while reducing costs, you should look at Spectrum Human Resource Systems Corporation's best-of-breed iVantage® HRIS. With three licensing options, one of them is bound to suit your budget.

Here are five ways iVantage can help, right now—

1—Better manage compensation costs, including benefits

Compensation is more than just base pay. It includes benefits, time off, tuition reimbursement, training and more.

- Create compensation packages designed to recruit, retain and motivate employees
- Give employees a better understanding of their total compensation with online comp and benefits statements
- Monitor total compensation costs against employee performance

2—Streamline your workforce

Your HRIS is critical in times of reorganization—you have to get the most out of your workforce.

- Be sure your workforce has the knowledge and skills it needs for the long haul
- Identify, groom and retain your key performers for advancement with development plans and succession planning strategies

3—Keep executives informed with key data for making better decisions

Establish HR as a business partner by aligning HR programs with corporate goals and objectives.

- Compare budgeted to actual HR-related expenses
- Implement processes to support executive decision making
- Get information when you need it—with just the click of a mouse

4—Increase HR productivity while reducing costs

Automation is essential for efficiency. With automated workflow, you can do more work in less time. Your system should free you up to make a bigger contribution to your organization—evaluating your workforce expenses and optimizing your workforce.

- Put the power of data entry where it starts—with employees and managers—via self-service
- Give managers instant access to the information they need and eliminate the paperwork of traditional HR tasks—route changes through the executive team
- Let employees make benefit choices online—after HR approval, automatically pass the changes to the benefit carrier

5—Keep up with the times

The new administration is implementing many changes. Companies are reacting to new policies with workforce changes. HR needs a powerful HRIS that can keep up.

- Select a vendor that specializes in HR
- Receive timely updates for federal government-mandated changes, so you can stay compliant—a great provider like Spectrum will keep you current
- Get the service you expect from your provider

—If your HRIS can't help you through this economy, consider looking at iVantage, the best HRIS on the market—

SPECTRUM Human Resource Systems Corporation has been a leading provider of web-based HRIS for over 25 years. SPECTRUM's system, iVantage®, delivers comprehensive functionality, tailored reporting and sophisticated analytical tools. iVantage integrates all HR functions from application through retirement, including applicant tracking, compensation planning, employee development, benefits administration, absence and performance management, and succession planning. The system offers a powerful and flexible reporting suite that provides you with the data you need to add value to your organization.