

JAMIS Human Capital Management (HCM)

JAMIS HCM gives you tools to manage every workforce need, from recruitment to retirement. Seamlessly connect your organization with the information and resources your people need to work more effectively. Get more insight into your workforce needs, collaborate more effectively, and plan more intelligently.

Applicant Tracking

Fully integrated into your company's website and branded with your organization's information. APSS gives applicants the ability to search and apply for open positions within an organization online. Multiple position applications can be tracked per applicant, along with application status history, interviews, test results and associated recruitment costs.

Onboarding

Streamline the administration and costs associated with new hires with an automated workflow process, providing new employees with relevant information, instructions, required forms, checklists, and more.

Benefits Administration

Tracks employee benefits, dependents and their benefits and beneficiary data. A complete benefit history is maintained and benefit costs to both the employee and employer are calculated.

Employee Lifecycle Management

Maintains unlimited history for job, salary, department, employee status, position, performance, incentive, and location data. Each type of history includes associated effective dates, allowing for point-in-time reporting.

Learning Management

Administers and tracks all training activities, including course and class setup, class enrollment and course credit. Also contains career planning and seminar-related data.

Employee & Manager Self Service

Fully integrated with HRMS, both modules provide a direct link to existing databases with up-to-the-minute accuracy. View paychecks, enroll in benefits, register for training courses, apply for posted in-house jobs, request time-off, review and comment on performance appraisals, view handbook and phone directory, and etc.

OSHA

Tracks each incident qualifying for OSHA reporting.

COBRA

Tracks information on COBRA enrollees and their related benefits as well as the administration of associated monthly payments.

FMLA

Tracks Family Medical Leave Act administration data for employees.

Compensation Management, Including Total Compensation

This Compensation Model Screen lets you model projected salary increases for a selected department. This model can be modified until final approval is given. Provides a single point of entry for the purpose of querying and maintaining all forms of compensation, such as salary, target bonus and commissions, incentives, stock information and other additional pays. Currency conversions and equivalencies for both base salary and total compensation can be viewed.

Performance Management

Provides our clients with the tools to closely monitor employee and department performance, setup employee learning/training, view comprehensive performance and KPI (key performance indicator) reports, attach documents, all with workflow approvals built in.

Position Control

Complete tracking of each position and its details within the organization, starting with the requisition process. Complete history is maintained as well as any related costs.

Reporting & Compliance

Comprehensive analytics tool will help your organization align your HR goals with your company goals. With a large set of standard reports including EEO compliance, job and salary history, age and gender data, turnover rate, and more. And create unlimited reports with our easy drag-and-drop interface for ad hoc reporting.



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