



## Pay Information Management

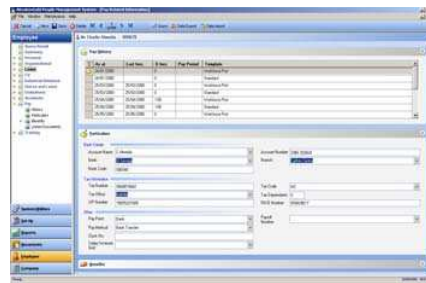


Most companies implementing a human capital system have already invested in a Payroll system. The ABSALOM Smart HR solution is advanced enough to enable these companies to retain the investment in their current Payroll systems and seamlessly integrate with the feature rich ABSALOM Smart HR solution.

### Changes in the Payroll information such as:

- Employee profile
- Unlimited pay history
- Leave

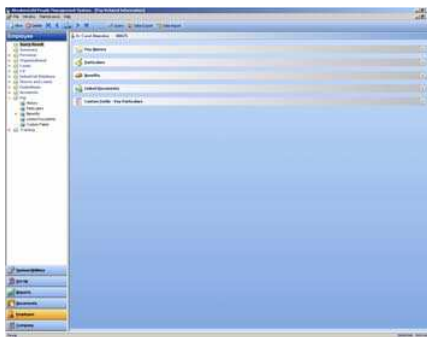
can be automatically linked into the ABSALOM Smart HR system, ensuring the latest information on all employees is readily available from a central Human Capital database. This rich information can be then be analysed in sufficient detail to properly support key executive decisions.



- Applying user defined formulas to analyse critical pay variables such as overtime and allowances.

Some of these analyses include:

- Analytical reports on pay trends in combination with other key HR metrics and industry averages.
- Categorising pay trend analysis in a hierarchical structure such as global, company, division, sub-division, department, cost centre, pay-point etc.
- Measuring pay cost against departmental productivity guidelines.



This SMART HR solution frees the user from being restricted to using the simplistic HR functions implemented by most payroll systems.