



## INFO


Implex HCM is a comprehensive Human Capital Management software solution that guarantees everyday HR activities are easy, smooth, accurate and manageable

Human  
Capital  
Empowered





# Overview



Implex HCM is a comprehensive Human Capital Management software solution that emulates and automates vital HR functions for instance, hiring, tracking and managing of employees. Our system guarantees that everyday HR activities are smooth, accurate and manageable. To guarantee extra efficiency and promptness, employees can access our HCM system using iPhones as well as Android based phones for self-services activities, working with proper dashboards and numerous features within the system. Implex HCM is based on international standards and best practices, yet fulfilling the Middle East and North Africa region requirements in its foundation. It is compliant with the laws and regulations in the MENA region in terms of labor laws, immigration offices, common business rules and principles. Implex HCM provides the tools you need to effectively empower and manage your most valuable asset, "People".



# Features



- Web-Based system, zero client deployment
- Totally configurable and parameterized
- Mobile integration
- Embedded processes and forms templates
- Multi-companies support
- Multi currencies support
- Compliant with labor laws and regulations
- Hijri date support
- Embedded document archiving feature
- Advanced security and accessibility
- Flexible workflow design
- Ease of use
- Multi-lingual
- Database Independent
- Open integration to ERP applications
- Responsive design
- Cross browser



# Components

- ⦿ Organization Structure Management
- ⦿ Recruitment and Talent Acquisition
- ⦿ Resources Management
- ⦿ Compensation Management
- ⦿ Time and Attendance Control
- ⦿ HR Budgeting
- ⦿ MY HR and Self-Services
- ⦿ Housing Management
- ⦿ Performance Management
- ⦿ Succession Planning
- ⦿ Training and Development
- ⦿ Workflow Management
- ⦿ Alerting and E-Notifications
- ⦿ Security and Tools
- ⦿ Smart Reporting and Analysis







# Organization Structure Management

You will be able to build your organization structure. This comprises the different companies that make up your organization, the structure of each company (sectors, departments, divisions, sections, etc...) and a catalogue of jobs used by these organization units. Implex HCM supports unlimited number of companies as well as the hierarchy levels within your company structure.

It furnishes you with the position structure for each company, illustrates the allocated budget for each position available and allows you to easily track available vacancies. This feature ensures that hiring and recruitment can only take place when the position budget is available. Organization Chart helps to show your organization in a dynamic and easy manner. This chart can easily be exported.







## Training and Development

Training and Development provides all the functionality required to define and initiate training programs for the staff. The system can be used to plan and manage all the activities connected to professional development and continuous improvements of individual organizational performance as well as workers requirements.

## Recruitment and Talent Acquisition

Recruitment and Talent Acquisition is designed to manage all data for candidates going through the recruitment and selection process. The main feature of the Staffing and Recruitment involves online creation and posting of requisitions to internal/external applicants, corporate website and other third party external job posting sites. The system is capable of ranking the skills and competencies required by a job, as well as manage the authorization process for positions requisitions via electronic signatures and approvals in a deep n-levels cycle.

## Compensation Management

The Compensation Management is a tool that assists you in the design, development and on- going evolution of compensation policies, personnel budgets and labor costs management. Using this module, you are able to make informed decisions regarding optimal compensations of employees. It lets you configure a complete simulation and management model, reinforcing the ability for organizations to achieve their corporate objectives more efficiently, and help motivate and retain capable employees by a proper reward system.





## Resources Managment

Resources Management provides a strategic and tactical implementation tool to design, model and manage the organizational structure. This includes managing positions, facilities, projects, initiatives, employees' groups and teams, as well as resources allocations to best fit the organizational goals and objects. Resources Management functionalities include tracking and managing employees' information, HR transactions as well as projects and assignments.

## Time and attendance control

The Time and Attendance automates day-to-day tasks such as tracking work hours, calculating benefits acquired, as well as providing valuable information and making your business more efficient. Whether due to overwhelming paperwork, rapid employee growth, or new efficiency initiatives, companies are turning to time tracking systems in huge numbers. The time and attendance module can help your company automate, not only the morning attendance check, but also your labor forecasting and management.

## Performance Management

The Performance Management supports 360-degree evaluation process in different forms with different levels of evaluations and approvals. You can use it to schedule the evaluation time and define the evaluation event annually, semi-annually, quarterly or by the end of the probation period. You can easily build the evaluation from the organization structure.

## Dashboard

It helps you to configure a fully customizable dashboard for every employee within the organization. You can simply construct the dashboard for each HR user, user group and individual employee and specify the required charts and graphs.





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