

EcosAgile People

“ the unique HR management really flexible and competitive ”



What is EcosAgile People?

EcosAgile is one of the most innovative, comprehensive and people-oriented solutions for HR business processes on the market today. It is designed and built to be used immediately, without the same delays and expensive project investments that riddle competing market offerings, and without the limitations of closed software packages that are unable to mould themselves to specific circumstances and change.

- ✓ **It is immediate:** it can be activated in hours; it is 100% web, designed on a simple, rational platform for fast implementation with minimal training
- ✓ **It adds value:** designed and developed to maximise the efficiency of HR functions and the company as a whole; it includes various Self Service functions for employees and managers
- ✓ **It requires no infrastructure:** no servers or installations are required; it is available either immediately in Cloud mode or installed on your DataCenter under a user license
- ✓ **It is complete:** it provides one of the widest available range of functions across all business processes, as well as for many processes related to the management of people in general
- ✓ **Multi-country:** multi-company, multi-payroll, multi-language (including Unicode management) and multi-currency, for a total management package that satisfies needs both on local and global scales
- ✓ **Always better:** three times a year, at no cost to the customer, we update and enhance EcosAgile, making it ever more innovative and effective.

100%
flexibility
innovation
warranty

Who is it designed for

This valuable tool is for demanding businesses of all sizes, professional studios, trade associations and any company that wishes to manage and improve the way people work as well as company development and direction. It was created for companies that want to manage people so that they achieve their full potential. Thanks to its unique flexibility, it can quickly and easily provide solutions for company-specific requirements; something that our competitors have great difficulty with.

Predefined interfaces and a specific configurable integration component allow you to import and export data in any format, thus avoiding the frequent compatibility problems seen in competing solutions. The data can be easily loaded from xls files and all your information can always be exported at any time with a single click, without any complication.

Don't make any decisions without having assessed why EcosAgile People is so different.

EcosAgile People

“ the most extensive functional coverage of preconfigured processes ”

Administrative management

- Organization
- Employees/non-employees/contractors
- Historical employment data
- Regulatory checks
- Automation and company-wide events
- Personal electronic folder
- Management of Pre-litigation/Disciplinary measures
- Timetables and reminders
- Corporate communications



ADMINISTRATIVE MANAGEMENT

Attendance and absences

- Time off and overtime requests
- Business trips and expense reports
- Leave planning and approval processes
- Absence management (sickness, maternity, etc.)
- Shifts management and staff scheduling
- Absenteeism



ATTENDANCE & ABSENCES

Training and Performance

- Competencies, skills and qualifications
- Professional experience
- Training courses/sessions management
- Training planning management
- Funded training
- Assessment sheets and plans
- Skills and objectives assessment
- Development plans
- Succession and replacements



TRAINING & PERFORMANCE

Remunerations management

- Variable/Commissions
- MBO
- Benefit
- Benchmarking



REMUNERATIONS MANAGEMENT



SAFETY & OCCUPATIONAL MEDICINE

Safety and Occupational Medicine

- Workplace accidents
- Medical visits and health monitoring
- Risks and hazardous substances
- Assignments and training
- Safety devices
- Corrective action notices

Assets management

- SIMs, Mobile phones, Devices, Company vehicles, Computers, ViaCard, Tollway transponders, Printers, etc.



ASSETS MANAGEMENT



SELECTION

Selection

- Searches, Applications
- Curriculum archive, pre-screening
- Selection channel management
- Assessments and Tests
- Regulatory checks



MANAGER SELF SERVICE
EMPLOYEE SELF SERVICE



BUSINESS INTELLIGENCE

Business Intelligence

- Dashboards
- Workforce indicators
- Reports, indicators and analytics
- Export to excel sheets
- On-line uploading of xls files

EcosAgile People

Why EcosAgile People?

EcosAgile People is designed for immediate use and its functionality is developed in cooperation with our clients and partners in order to immediately maximise the benefit to the company and to improve process efficiency and effectiveness.



Reduction of costs and improved efficiency :

- Significant simplification of communications in all directions: Payroll service, Employees, Managers, IT, General services, etc.
- Elimination of any redundancy between files (multiple upgrade costs, data inconsistencies, etc.)
- Electronic document management (personal electronic documents folder)
- Notifications, Timetables, Process workflows, Bulk processing, etc.



Information to support the company :

- Historical data evolution management, comprehensive data bases, always consistent and exportable
- Global business perspectives, periodic reporting/queries on all the details regarding personnel/historical data, Business Intelligence analysis, KPI monitoring, etc.



Aligning people with strategies :

- Assessments, Talents, Development plans, Training management, skills, Performance management, etc.
- MBO management, Labour costs, Budget, Benchmarking



Legislative Compliance :

- Workplace safety
- Medicine at work
- Administrative responsibility

Personnel data

- Personal data (Employees / Non-employees)
- Managing Third Parties (agency workers, professional contracts, suppliers)
- Employment data
- Historical analysis of contracts / employment events
- Automated administrative tasks
- Historical analysis / variations
- Regulatory checks
- Redundancy, suspension funds, unions
- Notifications / timetables / scheduling
- Scheduled and automatic events
- Workflow processes
- Personal documents electronic folder
- Intragroup / intercompany
- Family, Disability, Emergency Contacts
- Benefits, Funds
- Company assets (cars, SIM cards, telephones, etc.)
- Restaurant vouchers
- Exit interview

Organization

- Company Headquarters / Offices / Shops
- Cost centers
- Organizational units, Departments, Markets, Business units
- Appointments, Referrals
- Address books / Mailing lists
- Organization Chart (Orgplus)

Time Management

- Shift management, shift planning
- Leave / time off requests
- Overtime requests
- Holiday requests
- Absence justifications
- Absenteeism reports

Safety / Occupational Medicine

- Management of medical visits
- Injuries
- Job Description
- Job risks (magnitude/probability)
- Personal protection devices and equipment
- Training
- Documentation

General Services

- Badges / remote controls
- Tollway transponders / Viacard
- Business cards / personnel cards
- Office stationery and equipment
- Laptops / software
- Motor vehicles / telephones / SIMs / internet keys, etc
- Consumable materials stock
- Switchboard
- Reception

Hiring

- Resource planning
- Job Requisitions / Source Management
- Requirements management
- Curriculum archive
- Recommendations
- Recruiting channels
- Collection from company website
- Pre-screening / job interview
- Regulatory checks
- Assessments
- Notifications
- Links agency workers / headhunter
- Offers / Letters

Compensation & Budget

- Fixed salary
- Variable compensation
- MBO
- Salary benchmarking
- Salary grades
- Cost of labour analysis
- Budget modelling
- Handling management/remuneration events
- Budget version / forecasts management
- Budget version / analysis

Development

- Skills/Competencies (search / assessment)
- Skills Self-Assessment
- Talent management
- Development plans
- Upward feedback
- Qualifications / Certifications
- Training needs
- Training plans
- Training management / Course Catalogue
- On-line / Self Service courses
- Manages course scheduling, sessions
- Previous / external training
- Education
- Staff CVs
- Appraisals
- Company library (paper/multimedia/electronic)
- Surveys / Questionnaires
- Tutoring / mentoring
- Staff development sheets
- Succession plans

Communications

- Mailing list
- Gifts management
- Frequently Asked Questions (FAQ)
- Internal communications
- Guidelines / procedures
- Managing events / demonstrations

Reporting / Analytics

- Dashboard
- On-page charts (histograms, pie, and radar)
- Letters (configurable templates)
- Notifications
- Factsheets / hot spots

Employee Self Service

- Employee portal
- Personal Information Updating
- Administrative Information
- Bank account
- Workspace
- Emergency Contacts
- CV Update
- Skills Self-Assessment / Qualifications
- View course catalogues / requests
- Scholastic / professional education
- Job postings / current searches
- Company policies / FAQ
- Assessment / Questionnaires

Manager Self Service

- Team information queries
- Availability of team documents folder
- Team task assignments
- Evaluation / Appraisal (goals, review)
- Course requisition / Training needs
- Project management
- Approvals for Timesheets, Holidays, Overtime
- Leave approvals
- Transfers / Expenses Approvals
- Project approvals (bonus, property allocations)
- Staff factsheets
- Skills / qualifications queries
- CV viewing
- Assessment of candidates

Workflow

- Management of participants, graph rules/flows
- Actions on nodes and/or paths (mail, sms, events, batches, etc.)
- Visibility Rules for participant/node
- Workflow variables management
- Tracking of execution details

Scheduler

- Job sequences
- Job networks
- Internal job step management
- Definition of intervals, days of execution, repetitions, immediate executions, etc.

Interfaces / conversions

- Flat User Interface
- Events interface
- Import / export sheets
- Conversion management
- Staging area
- Configurable validation rules

Security / monitoring

- Management of delegations and approval substitutes
- Physical crypting of single fields
- Modification scanning
- Management of certificates / digital signatures
- Management of secure https/ssl protocols
- Database management of documents/ attachments
- Configurable security levels for Manager Self Service
- Display rules on values



INNOVATIVE solutions

A unique and innovative platform

F O R E N T E R P R I S E

The EcosAgile platform is based on an innovative technology that manages objects and relationships through a configuration approach, without complex and expensive project, programming and testing phases.

The product can be customized with simplicity and functionality is constantly improved. A unique feature is the fact that **customizations and release upgrades coexist without additional costs and risks**, adding value to the investment over time.

The same end user can manage changes over time in a simple and autonomous fashion, without any programming.

The **solution** is fully **web based** and is delivered in **Cloud/SaaS mode** or in **on-Premise/License Agreement mode**.

Advantages

- ✓ Extraordinarily flexible and easy to use
- ✓ Complete and integrated, even with existing company software and always updated to the latest version
- ✓ Quality for Total Cost of Ownership that competitors cannot match



MAXIMUM ACCESSIBILITY, WEB 2.0

Easy extension of the information/procedures to management and staff through the Self-Service functions and workflows already bundled in the standard product.



NATIVE HANDLING DEPTH HISTORICAL DATA

The correlation between the current and historical information is handled natively by the package, with significant benefits in terms of lower cost, higher quality and better integrity of the information managed.



POWERFUL AND STATE OF THE ART

Multi-company, multi-country, multi-language (including Unicode management) and multi-currency. Careful security/privacy management. Powerful workflow engine.



MAXIMUM WEALTH OF INFORMATION

Any report, list or grid can be exported to excel. Default charts, flexible analyses and analytics rapidly provide all the information needed to work with your business data.