

Solus Attendance Management System (SAMS)



Key benefits

Reduces gross payroll costs

- Reduces overtime expenses
- Improves accuracy of time tracking
- Reduces pay errors and retroactive adjustments
- Reduces labor costs by reduction in overstaffing

Reduces payroll management costs

- Automates most payroll administrative tasks
- Automates complex pay rate calculations
- Moves payroll FTEs to more value added work

Improves employee and supervisor productivity

- Drastically reduces supervisor time spent on administrative tasks
- Reduces employee time on pay related activities increasing the time available to productive work
- Automates frequent business processes such as vacation requests, F 20 forms, etc.
- Reduces labor grievances

Improves decision-making

- Provides accurate and current labor costing data
- Provides full audit trail of payroll data

Enterprise Time & Attendance Solution

Enterprise Time & Attendance for a large distributed enterprise is no simple matter. There are geographical separation of sites, multiple state and union requirements, complex pay roll calculations, and various regional pay practices. In addition, traditional reliance on employees and supervisors to report time and attendance has resulted in many abuses such as buddy punching, clock padding and general inaccuracy of time capture. Manual time capture systems are error prone and consolidation of data from various sources is difficult and time consuming. Existing ERP systems are too costly and cumbersome to extend and most purpose build solutions are not designed with large, distributed enterprises in mind.

Reduce Costs and Increase Employee Productivity

The Solus Attendance Management System SAMS delivers a complete and cost-effective time and attendance solution for large enterprises – a solution that dramatically reduces workforce management costs and generates significant increases in employee productivity. It is the only workforce management solution that can automate 100% of pay rules and centralize zero-to-gross pay functionality for every location within an enterprise. In addition, it offers the most advanced time and attendance functionality available on the market, with sophisticated features such as retroactive adjustments, Auto Emailing, employee self-service and reporting. Available add-on functionality includes Labor Forecasting and Scheduling, Skills and Training, and Performance Management.

The Solus Attendance Management System (SAMS) is suited for any organization has:

- Highly complex work & regulatory rules that exceed ERP vendors' capabilities
- A number of distributed locations
- Thousands of employees
- The need for a vendor-supported, enterprise-wide time and attendance solution

Solus applications are built using industry standard web browser architecture, which ensures scalability, rapid deployment and low total cost of ownership. SAMS integrates easily with existing ERP and legacy systems, ensuring continued return on existing technology investments without costly third party interface solutions or middleware. SAMS is highly extensible and allows organizations to use their Enterprise Time & Attendance Solution as a platform for interaction with their employees. SAMS can automate a wide range of business processes, such as vacation requests, schedule viewing and training registration. And Solus's extensible platform ensures that investing in Solus continues to deliver value long after the completion of a time and attendance focused project.

Features

- Seamless integration with existing ERP, HR and legacy systems
- Organization-wide access through Internet, intranet and corporate email systems
- User-and role-based security and functionality
- Scalable to hundreds of thousands of users, across multiple locations
- Broad platform support
- Fully localizable and extendible
- Secure and reliable

Technology

Front End

- Internet Explorer 5.X/6.X
- 100% HTML, JAVA Active X or plug-ins
- Fully supports Macintosh

Server Platforms

- Windows NT/2000/XP
- Solaris (Intel and Sparc)
- Linux
- HP/UX
- IBM AIX
- VMS
- AS/400
- Other platforms to be certified

Email Integration

- Microsoft Exchange
- Lotus Notes
- Any other SMTP compliant mail server
- Works with any e mail client including Outlook

DBMS

- MS SQL Server 7.0 or 2000
- Oracle 8.16 or higher
- Sybase
- DB2 Universal database

Reporting

- Integrated report designer
- Compatible 3rd party report writer

Solus Attendance Management System (SAMS) includes:

Solus Platform

Fully web-based, secure, enterprise-caliber platform that is scalable to support hundreds of thousands of users. Includes rules manager that allows for development and deployment of business rules and processes.

Employee Transaction Manager

The Employee Transaction Manager provides an easy-to-use browser or kiosk interface that can be readily configured and extended to facilitate employee transactions including timesheets, shift trades, balance queries, training registration, personal data management, job changes, etc.

Time & Attendance application

Automates management of time and attendance related processes, including employee time tracking, pay rule application and pay rate calculations. Industry specific libraries of pay rules, forms and processes coupled with a rule manager ensure fast and exact fit to unique pay rules and business processes.

Attendance Management application

Maintains a history of employee attendance, by employee. Provides reports and notifications of violations based on organization settings. Incorporates an unlimited number of warning periods, thresholds and attendance groups, and maintains detailed histories.

Overtime Equalization application

Permits automated equitable overtime distribution. Provides an unlimited number of overtime groups, priority rules, tiebreaker rules, transfer rules, reset rules and periods.

Leave Management application

Allows for management of FMLA and other employee entitlements, automating accruals, tracking and the request and approval process.

HR Adapter

Allows for data exchange and integration with existing human resources software systems.

Payroll Adapter

Allows for exchange of time and attendance data with an organization's payroll software system for payroll calculation.

Clocks Interface

Allows for data exchange and integration with various time clocks apart from Solus Time Prox and time capture systems. Supports barcode, proximity, smart card, and other technologies

Security

Integrates with Microsoft Active Directory, Novell NDS, or other LDAP server for authentication, Application level user ID's and passwords also available, SSL for secure transactions, avails full audit trail of all system modifications, provide Field/Screen level security.

Interfaces

SAP, People soft, Oracle HRMS & Project Accounting, Lawson and others can be delivered using our API's or Data Exchange Tool Kit.



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