HRPScape HR

Automates administrative processes and gives you access to the information you need in order to reduce errors, enforce policies consistently, and build your business.

Applicant tracking: Create requisitions, post jobs, track and process job applicants, and automatically load new-hire information into payroll

Employee management: Manage employee personal data, profiles, and organizational and job information

Position management: Create and modify jobs and pay grades

Benefits management: Automate open enrollment and pay vendor invoices directly from the system

Performance management: Automate workflows among employees, supervisors, and HR for timely performance reviews

Compensation management: Plan compensation budgets, involving the appropriate levels of management in the process

Training tracking: Keep skills, licenses, and certifications up to date

Reporting: Leverage flexible reporting options including standard, ad hoc, custom reports, and views with effective dating

Self-service: Empower employees and reduce HR's administrative burden

Compliance: Enforce policies, rules, and regulations consistently and accurately

Payroll: Control your own payroll processes and data

Attendance administration: Perform basic attendance and accrual tracking

Employee and manager self-service:

- Manage benefits selections
- Enable managers to see the compensation and historical data of their direct reports
- Allow managers to initiate the performance review process and respond to employee requests for time off and leave

HRPScape Payroll

Manages all of the complex information required for you to administer and complete payment of wages, bonuses, and other forms of compensation.

- Compensation-, tax-, and deduction code-compliant library
- Automated gross to net calculations
- Unlimited trial payrolls
- Multi-EIN and reciprocity
- Tax filing, W-2s, and legislative updates
- Comprehensive general ledger costing
- Payroll exception processing
- Garnishment processing
- Standard, ad hoc, and custom reporting with effective dating and audit trail
- Paperless payroll

Employee and manager self-service:

- View pay stubs and earning histories
- Make changes to direct deposits and W-4 forms
- Print W-2s
- Enable employees to model how changes in deductions will affect their paychecks

Integrated self-service

Employee and manager self-service, integrated into the HRPScape HR and payroll software solution, provides seamless access to both benefits and pay information — connecting employees to managers and managers to their employees. Using self-service, employees can update profiles and benefits, review payroll data, request schedule changes, and sign up for training.

An integral part of the easy-to-own Workforce Central suite

The HRPScape HR and Payroll software solution is and integral component of the Calculus HRPScape suite, which includes application for time and attendance, scheduling, absence management, hiring, and labour analytics.