



CREATING **SYNERGY** BETWEEN  
EMPLOYEE PRODUCTIVITY AND  
ORGANIZATIONAL STRATEGY

Synerion – Company Profile

# THE CORE OF ANY BUSINESS IS THE PEOPLE WHO EMPOWER IT

Today, more and more companies recognize the importance and value of effective workforce planning and management and its impact on their strategic success and business performance. As markets become more competitive, maximizing employee potential and performance as a proactive, driving force in the organization has become a must. Companies that wish to better manage and leverage their employee performance efficiently need to adopt new metrics, tools, and technologies.

Synerion, formerly TimeTECH, provides comprehensive workforce management software solutions and services that enable organizations to effectively optimize their most valuable asset - human resources - in order to meet organizational goals and maximize business performance. Synerion offers organizations integrated tools for the measurable management of their workforce performance, utilizing cutting edge technology and industry best practice.

For over 25 years, Synerion has been helping organizations manage and automate their workforce and operational functions with advanced technological solutions and services. Throughout this time, Synerion's offering has continued to evolve and grow. The insight we have gained from deploying over 5,500 installations and tracking over 4 million employees in locations throughout the world, has allowed us to develop a wide range of solutions that meet the needs of our customers. Across the globe, our solutions have been adopted by industries such as hospitality, manufacturing, healthcare, retail, finance, telecommunications, education, public services and many more.

From time and attendance, to business performance management, to recruitment, Synerion's solutions provide your organization with fully integrated and modular platforms to optimize your most valuable resource: people.

## GETTING THE FUNDAMENTALS RIGHT

An organization's most important resource is its employees, and very often they are also its biggest operating expense. As we move into a knowledge-driven economy, employee performance becomes a crucial success factor. Consequently, having effective workforce management (WFM) solutions in place is an imperative, or should be, for all organizations.

**Synerion's WFM Suite of solutions is a modular platform that enables organizations to track, monitor, and optimize employee performance within the organization.**

Our WFM Suite of solutions includes:

**Synerion TimeKeeper** – With its wide range of functionality, Synerion TimeKeeper automates and tracks essential processes, such as work hours, overtime, absence, tardiness and so on, taking into account your organization's specific requirements, including collective and individual employment agreements, labor laws and regulations, shift patterns and more. Synerion TimeKeeper provides a single unified view of your workforce, integrating and interfacing with most enterprise Payroll, HRIS and ERP systems.

**Synerion Time Costing** – Our time costing solution calculates and analyzes the amount of work hours spent on any specific task or project at the organization, department, or employee level, to ensure that your company maintains its profitability objectives. It is fully integrated with Synerion TimeKeeper, and automatically exports data to the payroll system.



**Synerion Scheduling** – Our scheduling solution facilitates the planning, setup, monitoring and adjustment of multiple schedules to ensure adequate work coverage, meeting of staffing requirements, and prevention of over- or under-staffing. The system allows for optimal scheduling, taking into account the workload, difference between shifts, special events, labor laws, employment agreements and more.

**Synerion iBrowse** - An MSS (manager self-service) and ESS (employee self-service) Web interface system that allows for the updating and viewing of attendance, absence and time costing data based on an authorization level mechanism. It simplifies tasks such as distributing reports to employees, updating missing employee data, granting supervisor approvals and more.

**Synerion Analytics** – Our business intelligence system for managers analyzes the data accumulated in Synerion systems based on key performance indicators (KPIs). Advanced analysis and reporting capabilities, using reports and graphic displays of integrated data, support your managers in making decisions that affect the cost, productivity, and management of your organization's human resources.

**Data Collection** - Our data collection covers a wide range of choice solutions to meet your specific needs: from a web-entry solution to an advanced biometric time clock, access control systems and landline or mobile phones. All data collection options are completely integrated with Synerion's time and attendance management solutions.

**Synerion Recruitment** – Supporting the recruitment process, our system captures resumes, creates a pool of applicants matches between applicant and job requirements, and flags candidates to meet your organizational needs. It allows for the continuous improvement of recruitment management by embedding workflow per job requirements, as well as identification of deviations from timetables, to help you cut costs, shorten time to hire, and reduce employee turnover.

## **SYNERION WORKFORCE MANAGEMENT SOLUTIONS BENEFITS**

- Fast and efficient implementation and integration services
- Ability to customize the solution to meet your organization's unique internal and market requirements
- "Accelerate" implementation methodology to reduce time and costs
- Flexible global solution with support for local, industry and customer requirements
- Reduced corporate risk by ensuring legislative, union, and contract compliance

## **SYNERION WORKFORCE MANAGEMENT SOLUTIONS FEATURES**

- Integrated and highly compatible workforce management solutions
- Analytics capabilities that contain both predefined and free query tools
- Modularity that can be deployed gradually or as a complete suite
- User-friendly self-service tools enable easy engagement
- Centralized database for a single source of information
- Seamless integration with other enterprise systems

## **SYNERION INSIGHT**

Insight is achieved from years of experience and accumulated in-depth knowledge. It is with this kind of insight that Synerion has developed, and continues to develop, its comprehensive range of workforce management solutions and tools. Customer centric in its approach and with extensive coverage of industry segments, Synerion has gained a deep understanding of customers' needs. This enables us at Synerion to customize our solutions to meet your specific requirements. Moreover, the modular design of our solutions gives you the flexibility to deploy and implement at your own pace.

Comprehensive in nature, yet easy to use, Synerion's solutions eliminate time consuming, manual work processes to increase productivity and enhance performance. By freeing up valuable time and resources, your organization is able to shift its attention from the tactical to the strategic.



Synerion, formerly TimeTECH, is a company specializing in delivering workforce management (WFM) software solutions and services. Synerion provides organizations with comprehensive solutions to effectively plan and manage employee performance and optimize business processes. With over 25 years of workforce management experience, Synerion has more than 5,500 installations worldwide, tracking over 4,000,000 employees in a wide range of industries.

Synerion has developed a fully integrated customizable WFM offering that supports organizations' unique requirements and maximizes business performance. From time and attendance, to forecasting and planning, task evaluation and recruitment, Synerion's advanced modular WFM solutions grow with your organization to provide lasting value for the short and the long term.

**Synerion North America**

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