

ECI® Empower Human Capital Management

ECI's Empower Enterprise Solution is a fully integrated payroll/Human Capital Management application delivered via the web. Because Empower utilizes a single source database, it is the only system you need to effectively manage your HR, Payroll, Self-Service, Reporting, Onboarding, Time and Labor, Benefits and Online Enrollment, Recruitment, Learning Management and Performance Management needs. By providing you with integrated, robust HRIS technology, the system offers enhanced data management and strategic access for administrators, a user-friendly environment for all levels of users, peripheral system integrations and 3rd party interfacing. You'll save money on costly software upgrades and implementations, achieve higher profitability through improved communication and workflow, increase administration efficiency, and strengthen employee loyalty.

Onboarding

Through user-defined work flow, system administrators and managers can create, assign and automate reusable tasks that facilitate the transition from new employee to fully immersed and productive employee by allowing for rapid task assignment, convenient task tracking and communication, and robust reporting. Department managers can evaluate the efficiency of the overall onboarding process by company, strategic business unit, location or department.

Time + Labor Management

Employees use a PC to clock in & out, as well as record attendance. The system is updated in real time. Workers swipe a badge or enter their ID to "clock in" and start work. Workers are able to view hours during the current pay period. Managers are able to view hours worked, edit punches and approve time cards for payroll processing.

Applicant Recruitment

Job Applicant applies online, including answering position-specific survey questions.

Benefits/OE

Online Open Enrollment. Manage employee benefits & dependents. Approve employee benefit self-service changes. Create regulatory reports. Supports all types of benefits – health and welfare, flexible spending accounts, life insurance, deferred compensation, etc.

Learning Management

Build a repository of all relevant training courses. Assign required courses or curricula to the company, specific jobs, departments or employees. Easily identify "Training Gaps" and proactively address them. Manage course schedules, wait lists and other needs. Provide executive level reporting to quickly identify training needs and progress.

Empower

- Payroll • Human Resources
- Recruitment • Onboarding
- Benefits • Online Enrollment
- Empower Reporting Services
- Performance Management
- Employee/Manager Self-Service
- Learning Management

Payroll Management

Import time from disparate systems. Update pay rate progression. Run payroll and verify before posting & printing. The Empower system supports multiple Fed IDs all within one database.

Employee Self-Service

Employees can go online to view paychecks and benefit plans or to change personal information or benefit elections. Benefit plan information can link to the provider's site. Employees can request time off, and managers can approve and view employee schedules.

HR Management

Manage applicant process, including automated hire & rehire wizards. Manage employee assessment process and training/certifications. Track critical employee information such as asset details, attendance, salary and awards. Tracking helps maintain compliance with FMLA, ACA, OSHA and more.

Performance Management

Align and track employee goals, measure employee performance, close skill gaps, and manage career plans.