

Focusing on Strategy

Human Capital Solutions

As Vice President of human resources, you know your organization hinges on the success of its human capital. You and your staff are responsible for attracting and hiring the best candidates. After they're hired, you have to develop employees so they meet their full potential at your organization. In addition, you have to prove and measure your success.

It sounds straightforward on paper, but your organization's recruiting strategy must take on one of the toughest hiring markets in history. How can you stay ahead of your competitors to quickly and effectively recruit and retain talent?

Employees are busier than ever before. How can you ensure the training and development they need to stay ahead of an ever-changing set of demands? And in reality, the metrics you need to accurately measure employee success is frequently elusive and outdated. How can you ensure your measuring system is reliable and effective?



Streamlining the Hire-to-Retire Cycle

Lawson® Human Resource solutions provide Web-addressable, automated systems to help you recruit and retain your most important asset — your employees. It provides you with the tools, services and strategies that allow you to hire the best talent, develop them and analyze the results of your programs.

In today's rapidly changing workplace it's becoming increasingly difficult to find employees that are right for your business. Consideration of cultural fit, experience, ability to adapt to your marketplace and the ability to grow with your organization all weigh heavily on the minds of your human resource professionals. What's needed is a solution with the ability to aid your staff with these issues, from the first job posting to the last day of the employee's tenure.

Web-addressable and fully integrated from start to finish, **Lawson Human Resources** provides a hire-to-retain solution to meet your unique challenges.

Efficient, Effective Recruiting and Hiring

e-Recruiting manages and automates the hiring process — from sourcing candidates, evaluating prospects, managing relationships, submitting job offers, performing background checks — to moving applicant data into your enterprise system.

In addition, e-Recruiting identifies candidates who are most likely to stay with your organization for the long term, reducing turnover and its associated costs.

e-Recruiting helps locate the best-qualified candidates more effectively than traditional recruiting services. It automates the tasks needed to identify the right people and get them into the right jobs.

e-Recruiting has the power and flexibility to let your recruiters work the way that's best for them. That means e-Recruiting is an effective tool for recruiters who act as generalists, specialists, headhunters or hiring managers. No matter what your recruiting preferences or requirements, e-Recruiting works the way you do.

A hosted Web-based recruitment management service, e-Recruiting improves relationships, information and speed throughout the hiring process. It empowers you to focus on building and managing long-term relationships with potential candidates and other areas of the hiring process where your department's skills add real value.

Develop Employee Potential

Lawson **Employee and Manager Self-Service** empowers employees to take ownership of personal information and provides managers with a method for tracking and maintaining information about their direct reports.



Employees can apply for posted positions, change personal information (such as emergency contact information or home address), enroll in training sessions, view payroll information or participate in the benefit enrollment process — all online. Studies show that implementations of Employee and Manager Self-Service can cut process costs by as much as 70 percent over traditional methods.

Employee and Manager Self-Service also allows managers to do their jobs more efficiently by allowing them to approve time records, check credentials and compliance with regulatory procedures, open job requisitions and manage their employees' data from a Web browser.

Organizations can benefit from the vast array of applications offered by Employee and Manager Self-Service. Giving employees and managers the ability to maintain and communicate their own competencies, personal information and career tracks allows your human resources department to focus on value-add activities for the entire organization.

Enhancing the Strategic HR Role

Lawson **Workforce Analytics** enhances your department's strategic capabilities. Workforce Analytics is a Lawson hosted e-service designed to help Human Resource professionals measure and manage human capital.

Using key human resource metrics, this service incorporates internal analysis with external industry benchmarks from Saratoga Institute, the worldwide leader in human capital benchmarking. This gives you easy access to valuable information such as salary levels for comparable positions, pay increase trends and skill sets needed for new positions.

With Workforce Analytics, you'll have quick, accurate information such as:

- Revenue per employee
- Benefit expense percent
- Separation rate by company size, region or industry

Whether your Human Resources strategic goals are clearly defined or you are still developing competitive strategies, Lawson Human Resources solutions provide the tools and technology for your team's success.

With such services as e-Recruiting and Workforce Analytics, along with Employee and Manager Self-Service, you implement your strategic initiatives and share them across your organization. You'll spend more time doing what your company really needs — recruiting and retaining the people you need to be successful.

For more information about Lawson Human Resource solutions or other Lawson business solutions, call 1-800-477-1357, direct at +1-651-767-7000, international at +44 (0) 208-560-0825, or visit www.lawson.com.

Human Resource Solutions

Lawson Human Resources solutions provide a complete, hire-to-retain business process solution for your organization's human resource management. Fully integrated with Lawson Financials and other Lawson products, our self-service products offer a comprehensive solution that streamlines employee hiring, recruiting, training, management and career development.

Automated processes mean your staff is freed from repetitive tasks and instead can focus on more strategic activities. In addition, Lawson's self-evident, online services place routine administrative tasks into the hands of employees and managers, who can access and update employment, benefit and payroll information. Analytic tools also help you examine your organization's effectiveness and provide quantitative measures against industry benchmarks.

Lawson Human Resources Products

Benefits Administration Payroll:

- *Time Management*
- *Attendance Management*
- *Tips*
- *Personnel Administration*
 - *Training Administration*
 - *Health and Safety*
 - *Position Management*
- *Workforce Analytics*
- *e-Recruiting*
- *Employee and Manager Self-Service*



www.lawson.com

Corporate Headquarters

Lawson Software
380 St. Peter Street
St. Paul, MN 55102
United States
Phone: +1-651-767-7000
Product Literature:
1-800-477-1357
Fax: +1-651-767-7141

International Operations

Lawson Software
1000 Great West Road
Brentford
Middlesex
TW8 9HR
United Kingdom
Phone: +44 (0) 208-560-0825
Fax: +44 (0) 208-847-2447

Offices and Affiliates

Australia
Canada
France
Germany
Honduras
India
Lebanon
Mexico
The Netherlands
Nigeria
Poland
Portugal
Saudi Arabia
South Africa
Spain
Sweden
Tanzania
Venezuela

IOSM-EP620/1001
5M-ND, Mpls, MN