HR Open Standards
4.X Projects
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* future project/spec
Continuing Projects

Assessments, Interviewing, Screening

Staging

Benefits

Tier based coverage (e.g. HRA, COBRA)

Payroll

Statutory Regulations, e.g. Taxes, Social Insurance

Recruiting

Search & Match, Application Form
Potential Projects

Compensation
  Market Pricing

Data Protection
  Industry Updates

Screening
  Drug Testing, Screening Vendor

Wellness
  Program and Personal Goals, Enterprise Tracking, Incentives
Contingent Staffing

Support integrations with:

- Staffing Companies
- ATS, VMS, MSP
- Assessment Systems
- Job Boards
- Gig Economy

Review current industry trends to determine project phases

Consider online marketplace and new AI opportunities
Employee Referrals

The specification will cover the following processes:

- Setup
- Referral
- Prospect Application
- Payout
HR Provisioning

May include several schema used to setup an HR record into a variety of systems, e.g. into a payroll, third party administrator, carriers, or combining systems for a merger/acquisition.

Indicative Data
HR Master
User Account
Organization Chart
Talent Management HCM

- Integrating content and assessments into a TM strategy enables clients, vendors, & HCM platforms to deliver a connected TM Ecosystem.

- Organizations with effective talent management strategies are positioned to identify, grow, & retain leaders and highly talented individuals.
Talent Management LMS

- Integrating HR content into Learning & Development programs enables clients and vendors to develop curriculums as well as L&D initiatives.

- Organizations with effective L&D programs can grow their own leaders by developing from within the organization.
Workforce Analytics Options

• Track life of hire to determine quality of hire and where the best hires are coming from
• Improve job match in the talent acquisition process
• Identify predictors of turnover to increase employee retention
• Optimize the most effective blend of workforce, based on skills and abilities
• Plan for a future workforce
• Perform statutory and financial reporting from Payroll and Benefit systems
Project Ideas and Discussion
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