

HR Open Standards 4.X Projects

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

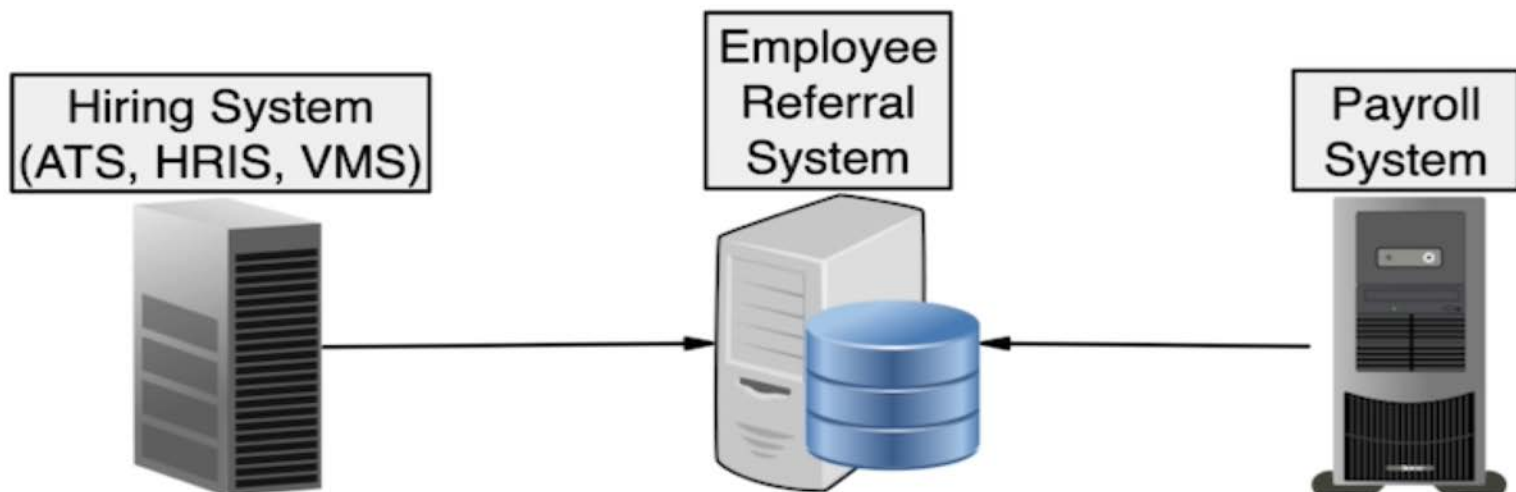
The specification will cover the following processes:

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

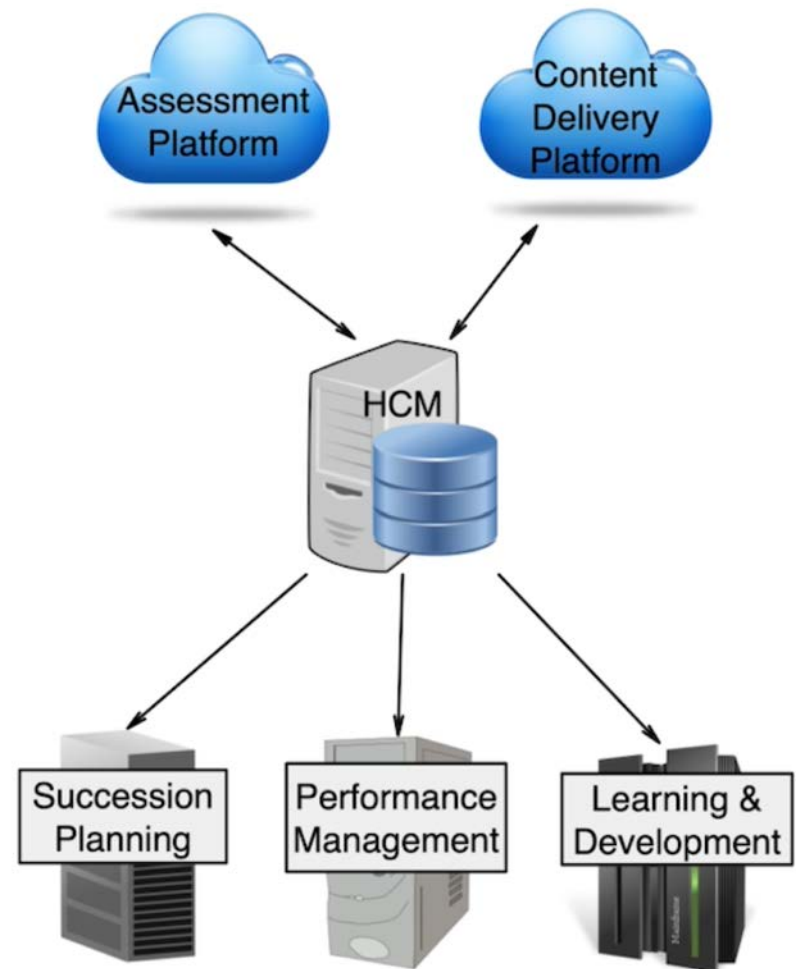
HR Master

User Account

Organization Chart

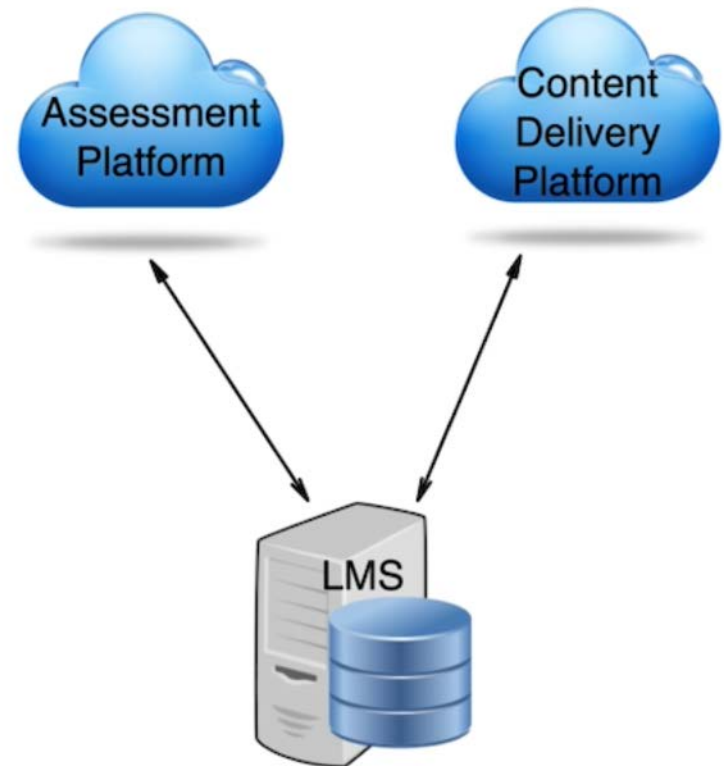
Talent Management HCM

- 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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