

## Sage 300 | HR and payroll Business Process Solutions

Sage 300 People is a complete solution for any industry with country specific localizations and have an Arabized interface.

This platform is suitable for all businesses including small medium enterprises and can be deployed as a Software as a Service (SaaS), hybrid or on-premise solution. It offers a full employee management module that stores employee personal information, bank account details, family and emergency contacts, etc. along with contracts management functionality.

The payroll management module is a multi-legislative, multi-currency and multi-frequency system i.e. multi-countries payroll can be loaded and processed in one single database with one user sign on. Sage 300 People also provides the flexibility to create multiple remuneration structures which offers users the ability to differentiate employee salary packages as cost to company, salary plus benefits or net-up structures.

The ESS functionalities offered through Sage 300 People empowers employees to self-manage HR processes and can free up resources to drive the strategic imperatives of businesses.

### The Sage 300 people process is suitable for:



#### Payroll

- Legislation compliance for over 16 countries
- Flexible and customizable
- Scalable (modular design)
- Logical user interface



#### Employee self service

- Leave and claim applications
- Personal details
- Training applications
- Overtime applications
- Performance appraisals



#### Skills-map

- End to end recruitment
- Job board
- Applicant tracking
- Talent community



#### General ledger integration

- Electronic Journal (JV)
- Standard integrations to Sage accounting and others
- No manual capturing



#### Personnel management

- Employee records
- Disciplinary and grievances
- Training and development
- Succession planning
- Document storage



#### Leave management

- Multiple leave types and rules
- Balances and history
- Absenteeism management
- Leave provisions



#### Time-flow

- On and off boarding (checklists)
- Workflow functions



#### Job management

- Manage vacant and current positions
- Define job descriptions
- Competency management
- Organogram (company hierarchy)



#### Business intelligence

- Create your own reports
- Graphics
- Pivot tables
- Excel, HTML or PDF



#### Budgeting

- Forecast costs and heads
- Budget versus actual
- Budget for filled and vacant positions



#### Deployment

- In the cloud
- On premise
- Quick and easy
- Structured query language database



#### Performance management

- Define appraisal templates
- Personal development plans
- Align employee goals with company goals

### Key platform benefits

#### Fast

- A cohesive enterprise-class solution to manage your core payroll and human resources process locally and internationally.

#### Simple

- Easy to use on any web browser and mobile devices which allows you the freedom to work from any location.
- Runs on structured query language and provides a lifelong history of any employee record.

#### Flexible

- Suitable for any industry which provides built-in functionality for processing any logical calculations.
- Powerful, flexible, and rapidly scalable role-based security.

## How can Deloitte help?

The BPS team of expert provides support with Sage ERP solution design, implementation, care and/or annual maintenance. The wide range of services provided include configuration, customization and enhancement of new or existing Sage functionalities; application, report and interface development; and data loading, rollout, integration, testing and training services.

## Contacts

For further guidance and support, please get in touch with our Business Process Solutions (BPS) experts.



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