



HUMAN CAPITAL MANAGEMENT

Human Capital Management Solutions

Human Resources Standard builds on the functionality of the eCMS solution to include fundamental human resources management capabilities capturing essential personnel data regarding contact information, benefits, and safety performance integrated with core financials and payroll applications.

Human Resources Self Service provides all employees, whether office-based or remote, with direct access to their human resources profile and critical data. The solution enables your employees to update and proactively manage their information as needed.



“Without eCMS financial, human resources and payroll applications, it would have been exceedingly difficult to track and report resource allocation and utilization without hiring additional manpower dedicated to the task. The accuracy of the information was equally important and without an integrated financial and human resources solution, specific contract requirements would not have been easy to meet.

Lori Fernetto, Controller, Clark Construction Company



Construction companies of every size and type rely on software solutions for the management of their human resources processes and documents. Organizations without a dedicated human resources department find it even more important to have a human resources management application in place. In addition, for organizations with a remote workforce, self-service applications provide a critical point of contact and tremendous time-saving for both the employee and management team.

The number of employees per construction companies fluctuates per the current and forecasted project backlog. There are certifications, compliances and specialized skills that need to be administered or adhered to in order to bid and deliver on projects. The ever-changing laws, regulations and the new Healthcare Reform Act demand more administration and reporting from every company. Without leveraging technology solutions to automate the documentation, tracking and reporting, all aspects of human capital management can be a difficult task to accomplish.

The construction human resources pool is quite diverse. A labor force can be comprised of union and non-union workers. The construction workforce is often made up of employees as well as contracted labor.

To meet the diverse needs of our customers, we have developed a portfolio of human resources applications.

“The Employee Self Service application is an important productivity tool for large organizations with thousands of employees. The combined functionality of the Human Resources Standard and Self Service applications awards Computer Guidance with the most comprehensive human capital management solution in the industry.

Greg Hesser, President, Alberici Group

