

# CommpayHR & isolved People Cloud

Being an  
Employer

Human  
Capital  
Management  
(HCM)

isolved  
People Cloud

Here's Jillian!

June 29, 2021

COMMONWEALTH  
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Employer vs  
Employee  
Perspective

Legislative  
Definition



## Being an Employer

What does it mean?

Different things, based on  
your perspective

# Employer vs Employee Perspective

Which one is yours?



### Employer Perspectives

- Focus on staying in compliance or 'out of trouble'
- Cost control vs Return on Investment
- Availability of Labor

### Employee Perspectives

- Career Progression/ Advancement
- Performance Management & Compensation
- Purpose in work/ Corporate Activism

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## Employer Definition under FLSA

“Employer” includes any person acting directly or indirectly in the interest of an employer in relation to an employee and includes a public agency, but does not include any labor organization (other than when acting as an employer) or anyone acting in the capacity of officer or agent of such labor organization

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Drivers & Trends

Explanation



## Human Capital Management (HCM)

"What does that mean?"





## HCM Explanation

- Customized Solution
- Under One Source/Site

### Components

- Time and attendance tracking
- HR Tools
- Benefit Admin/ Enrollment
- Access for every employee and in their 'role'
- On and off-boarding

### Solves

- Wage & hour compliance/labor costs
- No Spreadsheets
- Paper admin/manual enrollment
- Employee inquiries and lines at the door of "HR"
- New Hire/Term Challenges

Drivers & Trends

Explanation



## Human Capital Management (HCM)

"What does that mean?"



## Drivers & Trends

Factors making HCM very relevant today

### Key Drivers

Wage and Hour Laws/  
Multiple States

Employee Demands on  
info and independence

WFH/Remote Work

Multiple Device use -  
computer, mobile,  
tablet

### Trends

Need to track policy for  
different 'types' of  
employees

Employee Self-Service/  
Empowerment &  
Engagement

Distributed workforce -  
communicate and  
interact

Drivers & Trends

Explanation



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# isolved

People Cloud  
and its components

Employ

Enable

Empower



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## Employ

Find and onboard the right talent and manage with intuitive tools.



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People Cloud  
and its components

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Enable

Empower





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## Enable

Adaptive self-service tools to meet everyone's needs.



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## Empower

From rewards and recognition to surveys and social learning



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Demonstration

Want to Learn  
More?

Reach out for a discussion





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presented by Jillian Pesce

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