



## Employee Compensation Statement >>

**WorldSolve custom application improves communication between Human Resources department and employees.**

### SOLUTION SUMMARY

#### THE CHALLENGE

Improve communication between the HR department and 700 employees by delivering customized benefit and payroll information to each employee.

#### THE SOLUTION

WorldSolve developed a custom application to extract and summarize data from the company's Human Resources Payroll System and generate the customized statements.

#### THE BENEFITS

WorldSolve's "one-click" system has provided a user-friendly way for the HR department to give employees customized information, while improving data integrity and accuracy.

#### ABOUT WORLD SOLVE

WorldSolve is an information management consulting firm that enables businesses to successfully navigate the ever-changing landscape of information technology. WorldSolve's core services - Operational Optimization, Enterprise Integration, and Application and Data Solutions - help companies align people, processes, and technology with their business strategies to improve performance and maximize return on investment.

### ■ THE CHALLENGE

To enhance communication with employees and highlight the extensive array of its benefit offerings, the Human Resources (HR) department wanted a compensation statement that provided a summary of payroll and benefits information received by each employee. While their current Human Resources Payroll (HRPR) system contained the necessary data, no application existed that could extract the data and generate a summary statement for each employee. The customer chose WorldSolve to develop a customized compensation statement. Although many HR service providers offer this type of service, WorldSolve presented a clear advantage with its automated solution that met several key requirements:

- To automate the generation of the summary statement.
- To minimize data entry and additional work effort by customer personnel.
- To provide integration with the existing Human Resources Information System (HRIS).

### ■ THE SOLUTION

WorldSolve developed a comprehensive solution for the HR department, delivering a custom application to:

- Automate data extraction from the existing HRIS.
- Aggregate and summarize the extracted data.
- Generate the customized statements.

Working closely with the HR department, WorldSolve designed its solution with a modular approach to ensure ease of maintenance as reporting requirements change. WorldSolve designed the compensation statement layout to meet the identified requirements and convey the information in a simple and precise format. In addition, WorldSolve's system provides flexibility, giving the HR department the option to print a single statement or all statements, as well as generate a summary report for upper management to show the allocation of benefit costs for the entire workforce.

### ■ THE BENEFITS

WorldSolve's custom application has enabled the customer's HR department to present a "snapshot" of benefit information to over 700 employees. The system also offers a high level audit of the payroll system, allowing the company to more easily identify and correct errors. By developing a flexible, automated solution that integrates with the company's HRPR and HRIS systems, WorldSolve has helped the customer gather data more efficiently, perform calculations more quickly and accurately, and enhance communication with employees through customized reporting. The solution provides the following benefits:

- Automated "one click" system providing simple operation
- A simple, user-friendly, and easy to understand statement.
- Improved data integrity and calculation accuracy.