



People365<sup>®</sup>  
HCM

# HCM Solutions

For Banks  
& Financial Institutions



[www.people365.com](http://www.people365.com)

In any industry, there may be many challenges within the company. Employers need to be aware of these talent challenges and know how to best prepare for them. The banking and financial sectors are no exception. Today, the biggest challenge facing banks and financial institutions is to recruit and retain employees who want to stay for many years. With the shift to a more digital environment, the HR department in these sectors is developing rapidly.

People365 offers banks and financial institutions an HCM solution including Time & Workforce Management, Payroll, HR and Mobility Modules; an ideal HCM solution to hire and retain talents, manage your workforce and execute HR and payroll tasks seamlessly and efficiently.



# HR Challenges in the Banks & Financial Institutions Industries

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How is People365 equipped  
for Banks and Financial Institutions?



# RECRUITMENT

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Banking and financial industries recognize that attracting and retaining top talent is becoming more and more challenging with time. It is difficult for HR leaders in these sectors to find qualified candidates. With the constantly updated digital world of banking and finance, impressionable and innovative minds are needed at to direct the course for the new environment of banking. It takes time for HR leaders to hire talents due to candidate screening challenges. Thus, they will suffer from delays in hiring decisions knowing that sourcing, selecting and hiring motivated skilled talents is time consuming.

These challenges are driving new ways of considering things like required skills and competencies, the need for specific industry experience, and the importance of being able to train both new and existing staff to meet current and future needs.

## Recruitment

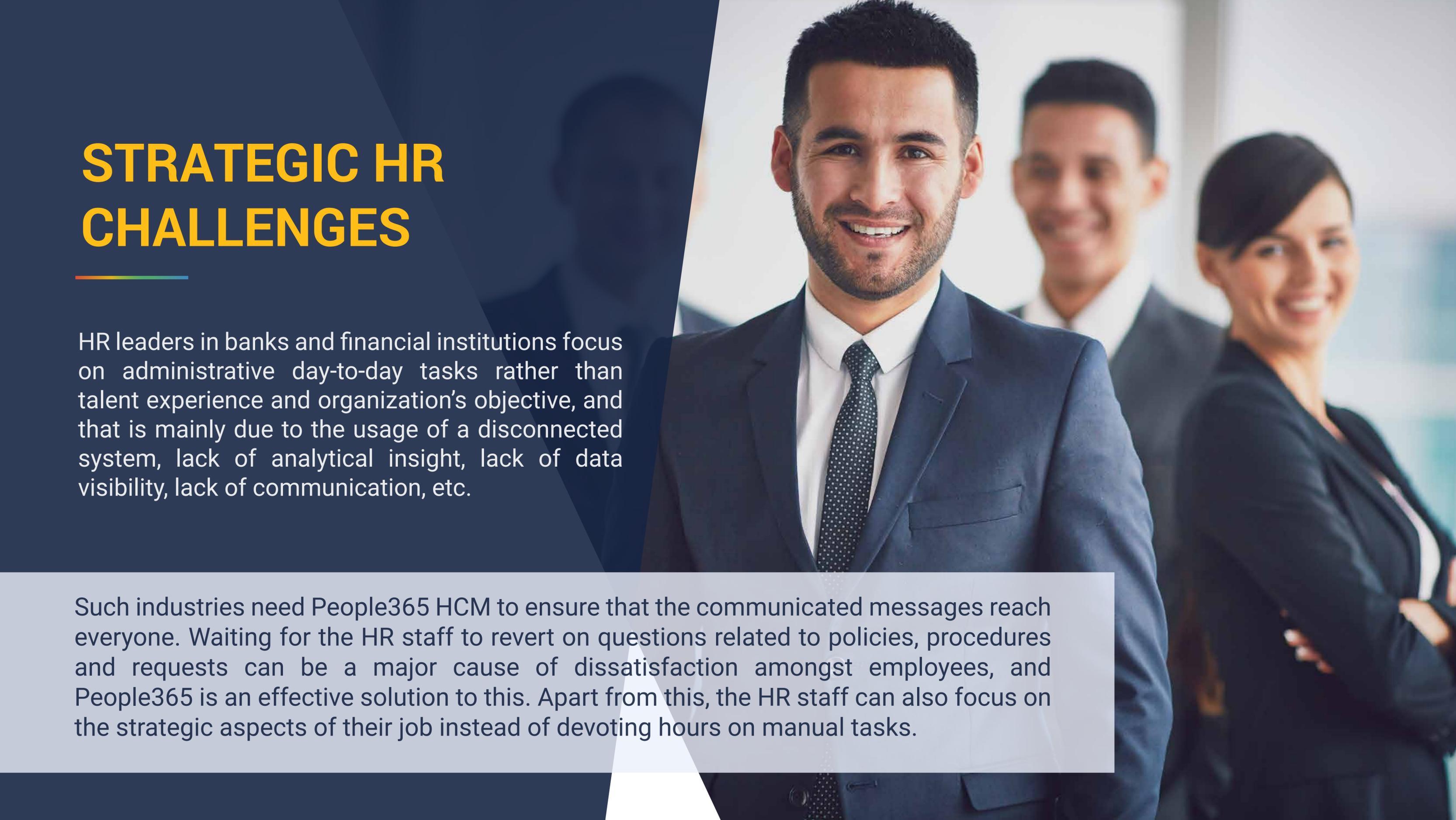
With People365 full-fledged solution of human capital management technology, you can easily recruit the talent you need, manage your workforce and every aspect of HR with a system that is flexible, streamlined, and secure.

Employees in banks and financial institutions may reach hundreds or thousands, and it is common for financial organizations to transfer employees across locations and departments.

People365 supports the HR staff in reflecting these movements smoothly on the system. Moreover, our solution manages every employee detail right from hiring to retiring on one comprehensive platform.



# STRATEGIC HR CHALLENGES



HR leaders in banks and financial institutions focus on administrative day-to-day tasks rather than talent experience and organization's objective, and that is mainly due to the usage of a disconnected system, lack of analytical insight, lack of data visibility, lack of communication, etc.

Such industries need People365 HCM to ensure that the communicated messages reach everyone. Waiting for the HR staff to revert on questions related to policies, procedures and requests can be a major cause of dissatisfaction amongst employees, and People365 is an effective solution to this. Apart from this, the HR staff can also focus on the strategic aspects of their job instead of devoting hours on manual tasks.



# PERFORMANCE APPRAISAL

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When it comes to employee performance appraisal in the banking and financial sectors, HR leaders usually tend to compare an employee to his coworkers, and they tend to be subjective as well. Also, performance reviews normally are not taken into consideration seriously.

People365's Performance Appraisal module enables resources evaluation as part of a systematic Human Resource Management. It manages questionnaire factors and develops questionnaires. It determines the questionnaire's impact on salary and much more. Also, it represents an evaluation through customizable workflows assigning different evaluations to employees, with online access.

Through our Performance Appraisal module, banks and financial institutions may reduce tension that can occur at an employee evaluation. Moreover, it records employee's actions over a number of years to identify weak areas. It consolidates employees' accomplishments and failures over the course of their employment. Thus, it speeds up the performance appraisal process and minimizes the HR effort needed.

# MANAGING DATA

With employees distributed over many branches, it is hard for HR managers in banks and financial institutions to manage HR data as well as employee data and processes across the organization and in all locations seamlessly.

Financial organizations have a large geographical spread, and are often spread across national and international locations. Additionally, the internal structure often comprises of channels, businesses, sub-businesses, entities and sub-entities. Therefore, they need a digital system that allows them to maintain employee data with minimal efforts. People365 offers access across locations. It is an optimized system of live data at all times.



# PAYROLL COMPLEXITY

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Since banks and financial institutions have a lot of employees distributed on different branches, tracking time attendance is difficult in these sectors. Generating accurate error-free payroll must be difficult too especially if employees and HR managers are still using manual protocols to calculate payroll.

People365 can help you streamline your payroll processes. Being connected to the time attendance tracking systems, it eliminates manual calculation errors and multiple imports and exports and seamlessly integrates automated time sheets. Built-in compliance safeguards and tight controls on timesheets help you avoid compliance errors.





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