



People365[®]
HCM

HCM Solutions

For the
Construction Industry

www.people365.com

All companies working in different sectors have to deal with HR challenges. However, the construction industry has its own unique HR burdens. People365 is an HCM solution that helps companies in all sectors, including the construction sector, to overcome these problems.





**Challenges HR professionals
in construction face include:**

A construction worker wearing a yellow hard hat and a high-visibility neon green safety vest is working on a complex rebar structure. The worker is positioned on the right side of the frame, looking down at the rebar. The background shows a blurred construction site with more rebar structures under a bright sky. The text is overlaid on a yellow and dark blue background.

Temporary workforce & varying schedules

Construction workforces are mainly formed of temporary contractors who tend to work longer hours at different rates and different sites. Some of them are part-timers while others are full-timers. Shifting from one project to another due to putting a project on hold or having to finalize a project in minimal time necessitates shifting resource scheduling or adding overtime hours. These factors can make workforce tracking more difficult for HR. They need to utilize, control and manage the resources from a time management perspective.

The image shows two men in a construction or industrial setting. Both are wearing bright orange hard hats. The man on the left is wearing a yellow safety vest over a dark jacket. The man on the right is wearing a blue and white plaid shirt and is holding a large roll of white paper, likely blueprints. They are both looking towards each other as if in conversation. The background is a blurred industrial environment with some lights and structural elements.

Recruiting skilled workers:

Finding and hiring talented employees is one of the main problems HR professionals deal with in the construction industry. For many construction jobs, a qualified candidate must be in possession of a unique combination of qualifications and certifications. Therefore, HR professionals should always work on recruiting potential employees. Not to forget that HR employees face difficulties in resource performance and cost calculations.

A construction site at sunset with a laptop and blueprints in the foreground. The background shows a large building under construction with concrete pillars and a red crane. The foreground features a silver laptop and blueprints resting on a wooden surface. The scene is bathed in the warm, golden light of the setting sun.

Payroll

Complications in salary calculations are common when jobs include multiple locations including abroad sites, and you need to comply with different laws or regulations relating to payment and taxes. HR employees in the construction industry may also deal with common payroll issues including errors when recording hours, labor, wages and deductions, as well as missed deadlines when the workload becomes overwhelming, staying in compliance with labor and wage standards and keeping clear financial records.

How is People365 equipped for the construction industry?

People365 solutions help you manage your workforce seamlessly and overcome the HR challenges specific to the construction industry. People365's modules facilitate all aspects of your workforce management including recruiting, onboarding, time and attendance tracking, and payroll.

Time & Workforce Management Module

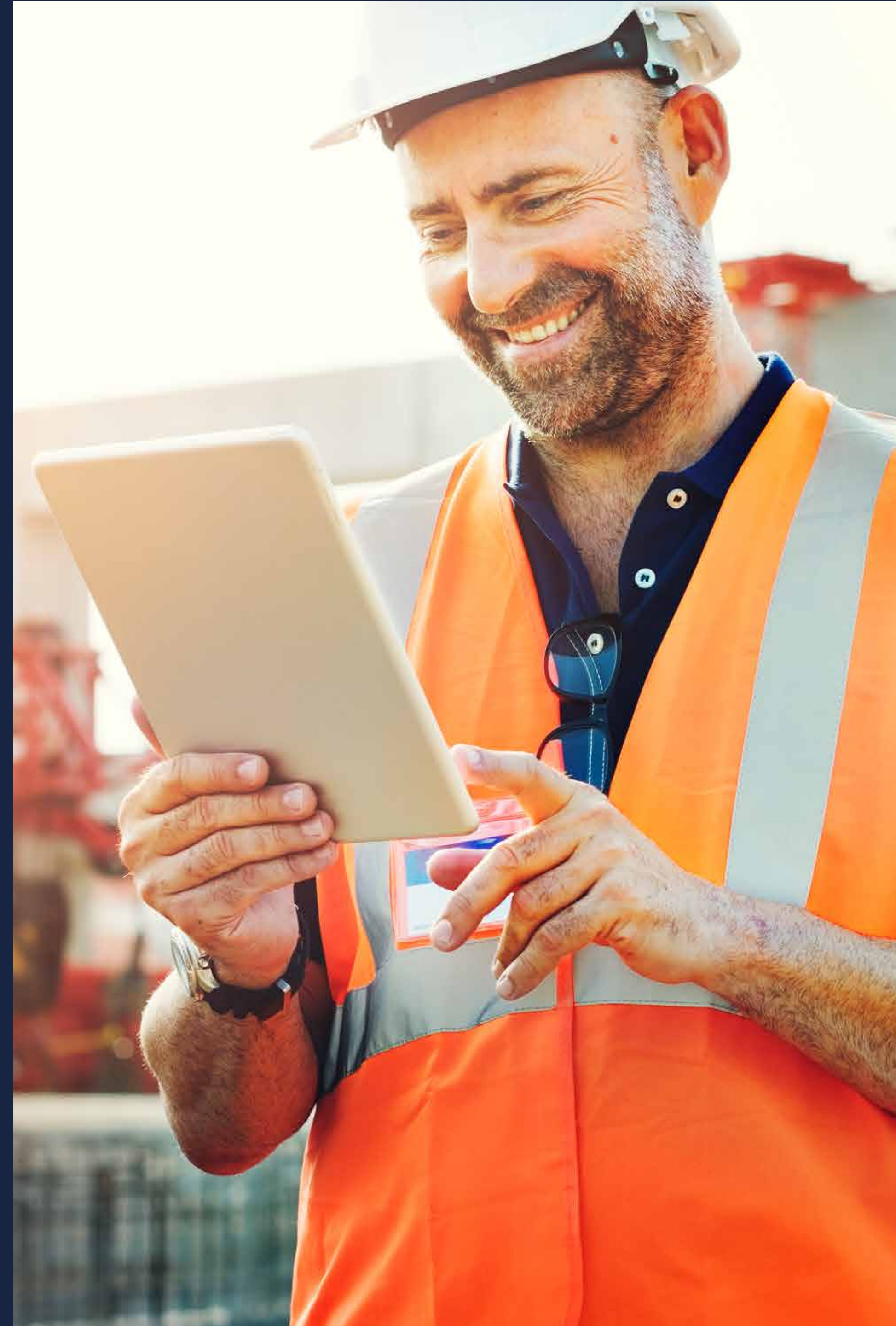
Real time visibility allows managers to manage each site and shifts remotely without the need to be present on site. Through our Time & Workforce Management module and our check-in/out solutions, HR managers can track employee time and attendance. They can also manage shifts and schedules. Thus, they would be able to make proactive workforce decisions and control

Payroll Module

With our Payroll Module, you may generate error-free payroll compliant to the rules and regulations of more than 82 countries across the EMEA region, reduce payroll prep time and cut administrative costs with automated timesheets.

HR Module

In the construction industry, HR managers may have limited time for a proper HR strategy to build a project team with the right skill sets. Our HR Module allows you to hire skilled teams faster and onboard them in the field electronically while more easily meeting compliance requirements with streamlined back office processes. It also helps you engage and retain employees for a longer time.





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