



People365[®]

HCM Solutions

For Retail & FMCG
Industries

www.people365.com

Customer service is key when it comes to the retail and the FMCG industries. For this reason, it is important for HR leaders in these industries to hire and retain competent suitable talents.

Similar to other organizations, retail shops and companies face some challenges when it comes to the workforce management such as insufficient staffing, tracking attendance, setting variable schedules for hourly workers, generating efficient and compliant payroll, etc.

People365 offers Retail and FMCG organizations an HCM solution including Time & Workforce Management, Scheduling, 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 Retail and FMCG Industries

Attracting, training & retaining top talents:

Retail & FMCG HR departments need to attract employees and help them to grow through training. However, once trained, employees become more valuable in the marketplace. Therefore, HR directors and managers need to focus on employee engagement to keep trained employees on board.

Time Attendance Tracking:

Most of the retailers have a lot of store branches. In addition, employees in these sectors sometimes have to work over time or double shifts, so tracking employees' attendance is a hassle for HR managers.



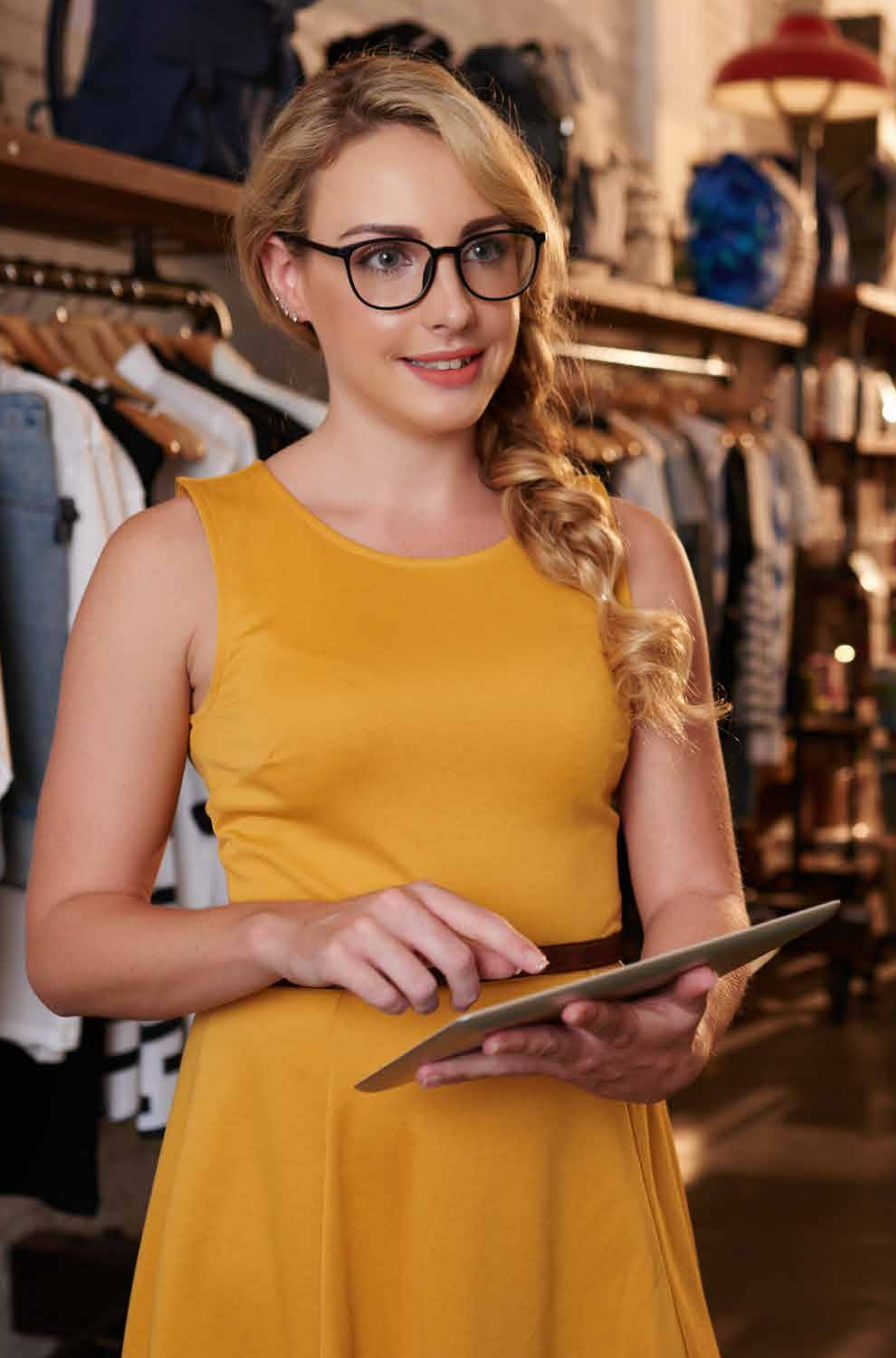


Setting variable schedules for hourly Employees:

Employees in the retail and FMCG sectors work as per variant hourly-based schedules. Store managers and HR managers spend a lot of time setting schedules to ensure each employee is fulfilling designated working hours with different shifts and rotating working days.

Managing data:

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



Payroll Complexity:

Since tracking time attendance is difficult in these sectors, generating accurate error-free payroll must be difficult too especially that HR managers shall comply with complex workforce, payroll, benefits, and tax laws. Also, they have to deal with over time and commission calculations.

How is People365 equipped for the Retail & FMCG industries?

To effectively address its numerous challenges, retail and FMCG HR must be agile, creating flexible talent management strategies that give their organizations a competitive advantage without overlooking the regulations that govern payroll, taxation, and the workplace.

With People365 solutions, your day-today stores and back office processes will run smoothly with seamless automation, employee integration and real-time visibility.

Every aspect of human capital management (HCM) is fully integrated in the system through four modules:



Time & Workforce Management:

Keep track of your employees' working hours with real time information, while improving efficiency by smoothly implementing your organizational policies and automated schedules, with online access and management of leave requests anytime, anywhere.

Payroll:

Generate your payroll easily and have access to customized automated reports from a large variety of analytical and statistical payroll reports while ensuring that you are compliant with all your country's rules and regulations thanks to a parameterized interface. People365 helps you streamline your payroll processes by eliminating manual calculation errors and multiple imports and exports and seamlessly integrating automated time sheets.

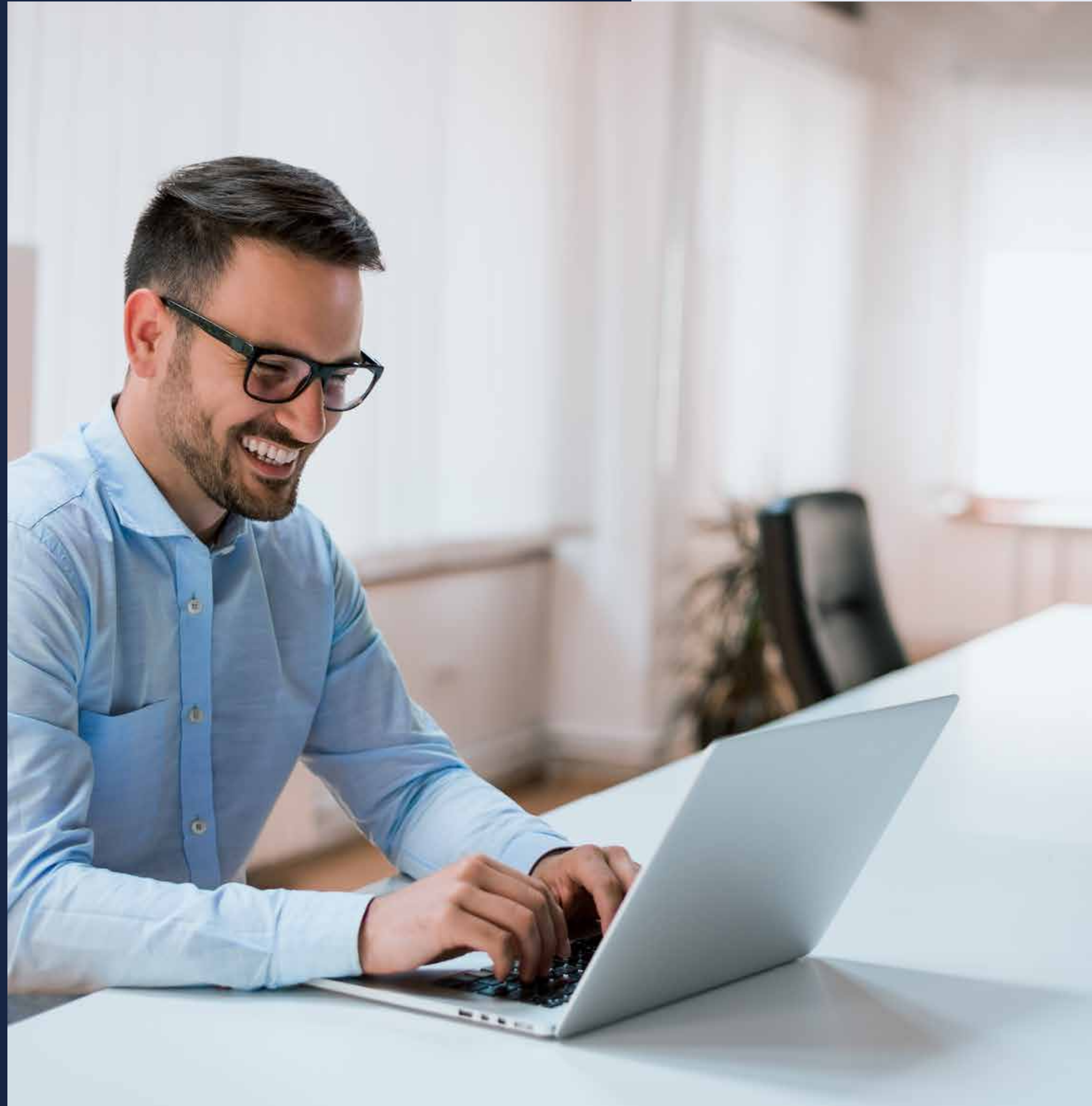


HR:

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. We provide 24/7 outstanding customer support.

Mobility:

Improve the overall lines of communication within your organization thanks to highly engaged employees with real time information access while giving the ability for your HR managers to manage a workforce on the go. Moreover, your employees can now clock-in/out from anywhere using People365 mobility app's various clock-in types including mobile, geolocation, Wi-Fi, QR code and Web clock-in/out solutions that capture date, time, location and more.



People365 solutions have been implemented by retailers to empower HR and business managers. It has helped hundreds of businesses with hourly labor manage employees and reduce labor costs, control compliance, and make HR's job easier.



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