



People365[®]
HCM

HCM Solutions

For Utilities, Facility
Management and Oil&Gaz



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The utilities, oil & gas as well as Facility Management industries face several challenges as they have to operate in an increasingly complex and competitive environment with changing regulations.

People365 human capital management solutions address HR challenges in innovative ways that can help power companies manage the impact of the continuous changes they face.

A close-up photograph of a person wearing an orange high-visibility safety vest over a blue and white plaid shirt. The person is holding a silver pen and writing on a blue clipboard. The background is a blurred industrial setting with various pipes and structures.

Utilities, Oil & Gas and Facility Management Industries' HR Challenges

Most utilities do not have a formal process for projecting future workforce needs based on their organization's strategic plan. Also, the coming retirements, skills and experience gap have been issues in the power and utilities industry for some time.

Moreover, tracking employees' attendance, managing team availability and generating accurate payrolls have been the main challenges facing HR leaders in these industries. As a result, power companies will need new strategies to deal with these struggles.

Scheduling:

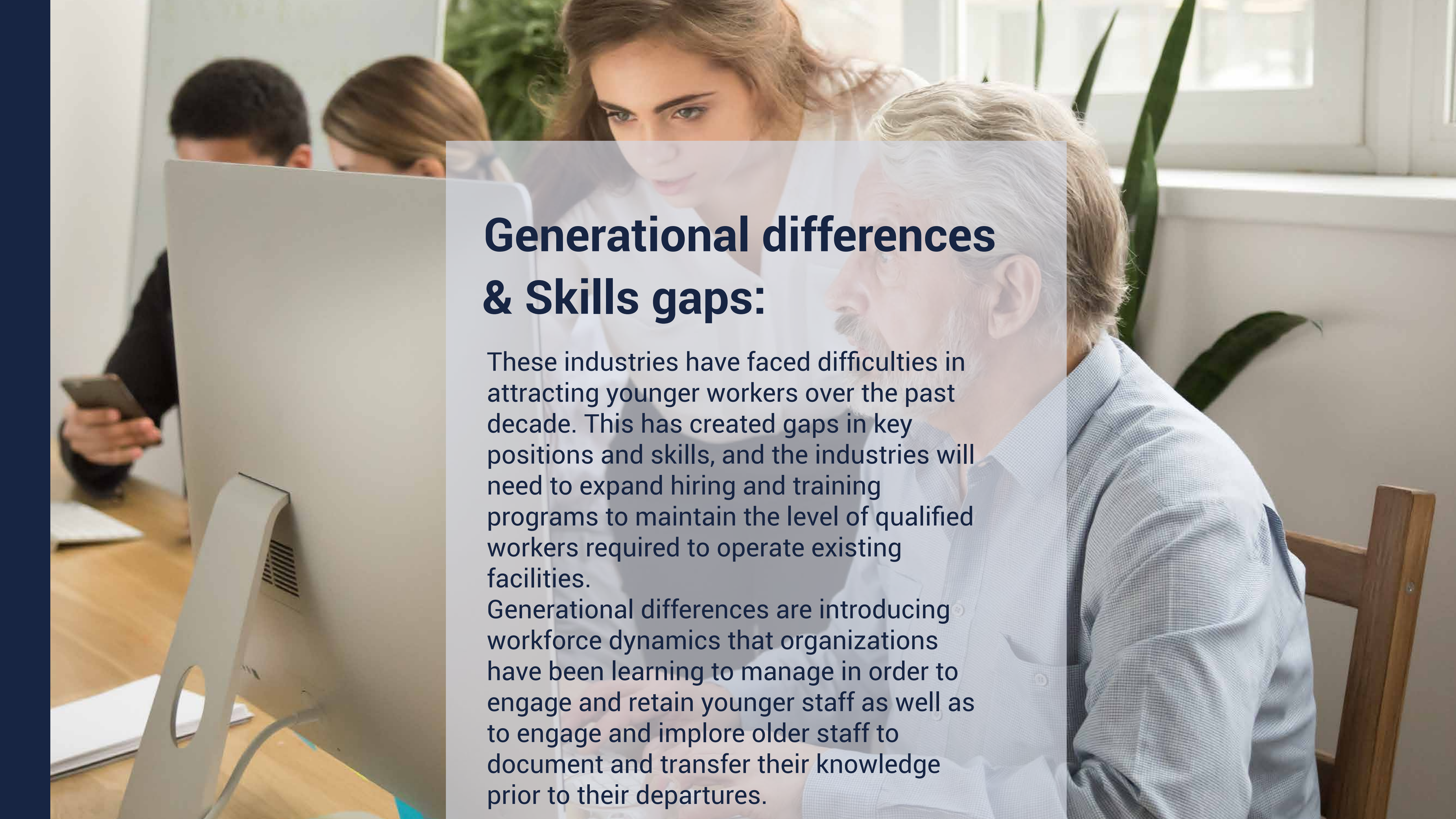
HR employees in utilities, oil & gas and facility management industries spend a lot of hard time setting schedules for the team, especially when manual scheduling is their only tool. Employees in these industries have many shifts that may vary at any time. They also work overtime especially at closing projects, not to forget the vacations and absences that may occur at any time.



Disconnected Employees:

Field workers are facing operational, organizational and digital disconnections due to an aging workforce and changing job expectations, spurring the need for a digital transformation in utilities. Only through connected workers, higher quality, productivity and job satisfaction is achieved. Unfortunately, the disconnection between field workers and the overall organization is major. This might result in unpleasant situations. To live up to clients' expectations, utilities, oil & gas and Facility Management industries need better equipped and closely connected workers.



A young woman with long brown hair is leaning over the shoulder of an older man with grey hair and a beard. They are both looking at a large computer monitor. The man is sitting in a wooden chair. In the background, another person is visible, looking at a smartphone. The scene is set in a bright office with a window and a plant.

Generational differences & Skills gaps:

These industries have faced difficulties in attracting younger workers over the past decade. This has created gaps in key positions and skills, and the industries will need to expand hiring and training programs to maintain the level of qualified workers required to operate existing facilities.

Generational differences are introducing workforce dynamics that organizations have been learning to manage in order to engage and retain younger staff as well as to engage and implore older staff to document and transfer their knowledge prior to their departures.



Attracting & retaining the right talent:

It can be difficult to attract perfect candidates to fill your roles, which is why it's important to put significant time and effort into the recruitment process. As these industries are field-based, jobs in these sectors require a wide range of qualifications and skills, as well as the ability to think holistically when identifying sustainable solution. Once you've got a talented, motivated workforce, the next HR challenge lies in retaining it. The 2019 GETI report revealed that 77% of renewable energy professionals are open to moving to a different industry.

HOW IS PEOPLE365 EQUIPPED FOR UTILITIES, OIL & GAS AND FACILITY MANAGEMENT INDUSTRIES?

Workforce management issues can be challenging in these industries, particularly with the current transformation of workforce demographics.

Organizations related to these industries choose People365 to fulfill the need for a centralized human resources database, an automated performance management, and a streamlined payroll process.

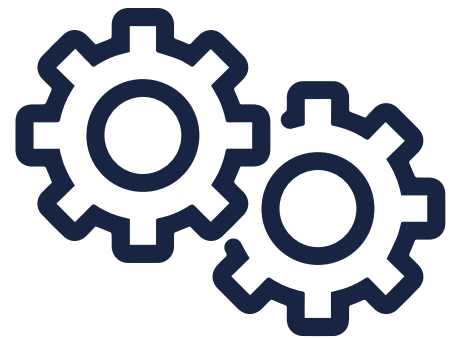
Our system also features robust recruitment, benefits administration, as well as time & absence management tools, and other capabilities necessary to meet the unique workforce management needs of these industries. When improving how they manage their workforce, these industries would reach improved capabilities in real-time data and remote solutions.

People365 HCM solution gives you complete visibility into your workforce, helping you control costs and make proactive business decisions. You can track employee time and attendance, including shifts and schedules, hours worked and much more.



Automated Employee Scheduling

People365 provides a comprehensive scheduling solution that suits your unique needs. Through our solution, you would be able to allocate hours to departments, projects, cost centers and/or work orders for more precise budget tracking. You may also optimize schedules to meet production demand, identify the lowest-cost resources, and minimize overtime.



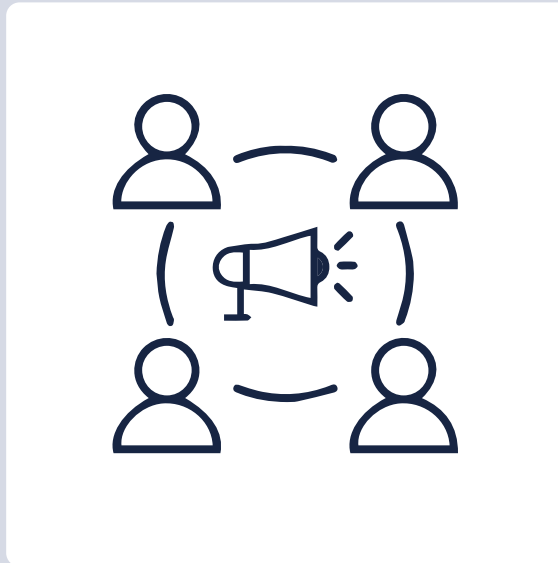
Automation/Visibility

A standardized leave approval process provides visibility, mobile capabilities, and real-time information for those who need it most. Never schedule unnecessary overtime hours again and ensure that needed operational hours are distributed fairly.



Accurate & Compliant Payroll

Put an end to costly payroll errors and empower your managers with strategic decision-making tools through People365 Payroll module; an automated system linked to attendance record that allows you to conduct audits at any point.



Engaged Employees

Offer your employees a breakthrough user experience, available on any device. People365 improves communications around schedule changes, time-off requests, pay calculations, and more. It also allows employees to update availability, and access timesheets on the go.



Recruitment & Training

People365 full-fledged solution supports talent management and workforce planning. Through our HCM you can easily recruit the talent you need, train and upskill existing staff, manage your workforce and every aspect of HR with a system that is flexible, streamlined, and secure.

In conclusion, companies need a specialized HCM Solution that performs dynamic scheduling in real time. They must also switch to paperless systems and digitize asset data.



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