Human Capital Management

To stay ahead of global competition, you need a well-trained, productive workforce and a management team who are aligned and working together to achieve your business objectives. You need a Human Capital Management (HCM) system that is purpose-built for manufacturers and intertwined with manufacturing processes.

Single Unified System of Record

Plex HCM manages your greatest assets – your employees – so that the data is captured once and then leveraged throughout the system. This means the information is always accurate and up-to-date. Plex HCM tracks the capabilities, capacity and performance of your global workforce across the manufacturing concern, controlling every employee touch-point: costing, hiring, training, reviewing, even the achievement of superior production quality.

Purpose-built for Manufacturers

Plex HCM is purpose-built for manufacturers to help you maintain industry regulatory compliance including HIPAA, OSHA and Hazmat. Run your business with confidence using Plex HCM to track union grievances, match employee skillsets with production needs, develop skills from within, manage employee suggestions for continuous improvements, and stay on top of health and safety incidents.

World-class Time & Attendance

Plex HCM manages labor costs with accurate time tracking and employee attendance records, using an embedded ecosystem of electronic or biometric time clocks and a request/approval workflow system. Configure complex overtime pay rules and deliver up-to-date analytics for informed decision making. With Plex HCM you can also ensure that your payroll provider has easy access to comprehensive labor data.

"Establishing and nurturing the World Class Idea program helped the company achieve world-class results. This innovative HR program orchestrated in Plex HCM resulted in annual savings and cost avoidance of $1.2 Million."

GR Springs & Stamping, Inc.

PLEX®
THE MANUFACTURING CLOUD

Human Capital Management for Manufacturing

Employee Management

- Create a master employee record with pictures, position, career goals, skills, training records, performance reviews, disciplinary actions and other key information.

- Track employee training to fill identified skills gaps relative to each position, including maintaining quality certifications.

- Perform succession planning that tracks your talent pool and helps you identify high potential employees.

Time and Attendance

- Keep track of employee attendance using traditional time clocks with optional barcodes, badges or biometric devices for quick login.

- Configure custom business rules for overtime pay.

- Manage employee time off using a request/ approval workflow system.

- Integrate Plex labor data with external payroll services such as ADP, Paychex and others.

Workflow Automation

- Track job applicants as they move through the hiring workflow with a full document management system for applications, resumes, etc.

- Enter, track and approve reimbursement requests.

- Manage employee reviews to improve workforce performance.

- Track the status of employee suggestions, management responses and planned actions.

Regulatory Compliance

- Track events related to health, safety and the environment, including hazardous material spills.

- Maintain a history of all injuries and meet regulatory requirements for OSHA.

- Track and log disclosures related to confidentiality agreements, legal proceedings and medical records for HIPAA compliance.

- Track union or other grievance issues and actions.

Plex delivers the ability to view a real-time snapshot of your Human Capital, whether you need to see their current skills, time and attendance information or more.

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