



People Management

Advanced HR
Manager software



Introduction

Contents

- 1 An Overview of our People Management Solutions
- 2 HR software
- 5 Why Choose Advanced?
- 7 Managing Your Workforce
- 10 Our Services
- 12 Technology
- 13 Security



1. An overview of our people management solutions

Core functions

- Time and attendance
- HR
- Analytics
- Access control and hardware
- Professional services

User experience

- Mobile
- Hardware, terminals and clocks
- Portal

Delivery options

- Hybrid
- Cloud
- On-premise

Business outcomes

- Workforce productivity
- Controlled labour costs
- Compliance
- Employee engagement
- Site security



2. HR software

Our HR solution helps you manage and support your employee lifecycle from end to end. It reduces administrative burden by automating your HR processes with dedicated workflows and proactive notifications – and by allowing you to securely record, update and review employee details in one place.

Available as a standalone product or fully integrated with our other solutions and hardware, our HR software is fully customisable to the requirements of your business.

Take a look at the key features of our HR software that help you personalise and maximise your people experience:

Automated processes

Reduce administration time on manual data input, filling out forms and dealing with employee queries. Employees can directly view their annual leave entitlements – and their requests for leave can be automatically approved or queried.

Holiday entitlements and absences

Our HR module can manage even the most complex of holiday rules, saving you time and reducing input errors.

Return to work

Our comprehensive 'return to work' capability provides notifications in line with company policies.

Diary notifications

Our diary feature provides timely notifications before important dates. These notification reminders inform managers about upcoming employee milestones such as appraisals, long-service awards or pay rises, helping to support employee engagement.


Reports and analysis

Gain insight by generating reports on key areas of your business. These can help you see and understand underlying trends, skills gaps and underperforming areas of the business – helping you to make positive changes and plan ahead for the future.

Use 'point in time' analysis to make historical comparisons across various states of your business, making it easy to view pay or performance reviews side by side, or confirm when a change came into effect.

Communications

Our report generation, letter and mail merge features are here to help you easily manage communications.

A man in a white lab coat and hairnet is smiling and looking to the right while holding a tablet. In the background, another person in a white lab coat is visible, slightly out of focus. The setting appears to be a clean, industrial or laboratory environment.

“The reporting function allows us to monitor anomalies, absences and sickness, and the ability to email these reports is extremely useful.”

Wrigley



Record keeping

Record employee training and qualifications to make sure you have qualified employees when you need them – and to plan future training. Maintain compliance by recording, tracking and actioning disciplinary and grievance procedures in accordance with business requirements.

Attach files to create a single central record for all employees. Keep track of all records and communications in one location, including appraisals, performance reviews and certificates.

Onboarding and offboarding

Easily administer new starters or leavers with future or past dates, speeding up processes by using customised workflows to process the appropriate notifications and reports.

Integration

Integrate your HR solution with our Advanced Time and Attendance software, access control solutions, clocking-in terminals, biometric terminals and turnstiles for seamless workforce visibility and site security.

3. Why choose Advanced?

We can help you manage your workforce, your efficiency, your productivity and your profitability.

These are just some of the reasons that you should make Advanced your preferred technology partner:

We're solutions-focused

Our fully integrated suite of software and hardware offers a cost-effective way to solve common business efficiency challenges and increase profits. Our customers are results-driven, and we are too.

We invest in innovation

We are continually investing and innovating our products. Our dedicated research and product design team have extensive, long-range software and hardware roadmaps to ensure our customers are never left behind on legacy products, and will always have access to new and exciting technologies we create.

You'll be in safe, experienced hands

As the pioneers of computerised clocking-in systems during the late 1970s, we have been designing and developing intelligent workforce management solutions for more than 40 years and are trusted by more than 7,500 customers globally.

We're as flexible as you are

Our solutions are fully customisable to accommodate the working patterns and work rules of your business, supporting flexible hours and shift work across multiple sites and pay centres.

We'll help you mobilise your workforce

As the structure of the workforce evolves and grows – with more and more workers than ever working flexible patterns from home, at various sites, and on the road – our solutions help you stay on top of your people and their productivity.

We practise what we preach

We use our solutions to support a flexible, high-performing culture within Advanced, across our Irish and global sites. We enjoy great employee visibility, automated schedule generation, job recording and the Advanced mobile web app.

All of our employees engage with one or more of our solutions every day – it's the best way for us to keep developing the very best products.

“Absolutely magnificent; nothing is too much trouble for them.”

Luxfer Gas Cylinders



Choose Cloud or on-premise solutions

We understand that organisations have different requirements when it comes to technology deployment. Whatever your needs, we'll work with you to implement your solutions your way.

We're here to support you

Our Ireland-based support services are on hand to assist at any time. We provide dedicated account managers as standard to help customers realise the benefits of their investment in Advanced products.

“The system is frequently updated and Advanced’s helpdesk is extremely useful when personalising time and attendance to meet our particular needs.”

Axminster Carpets

4. Managing your workforce

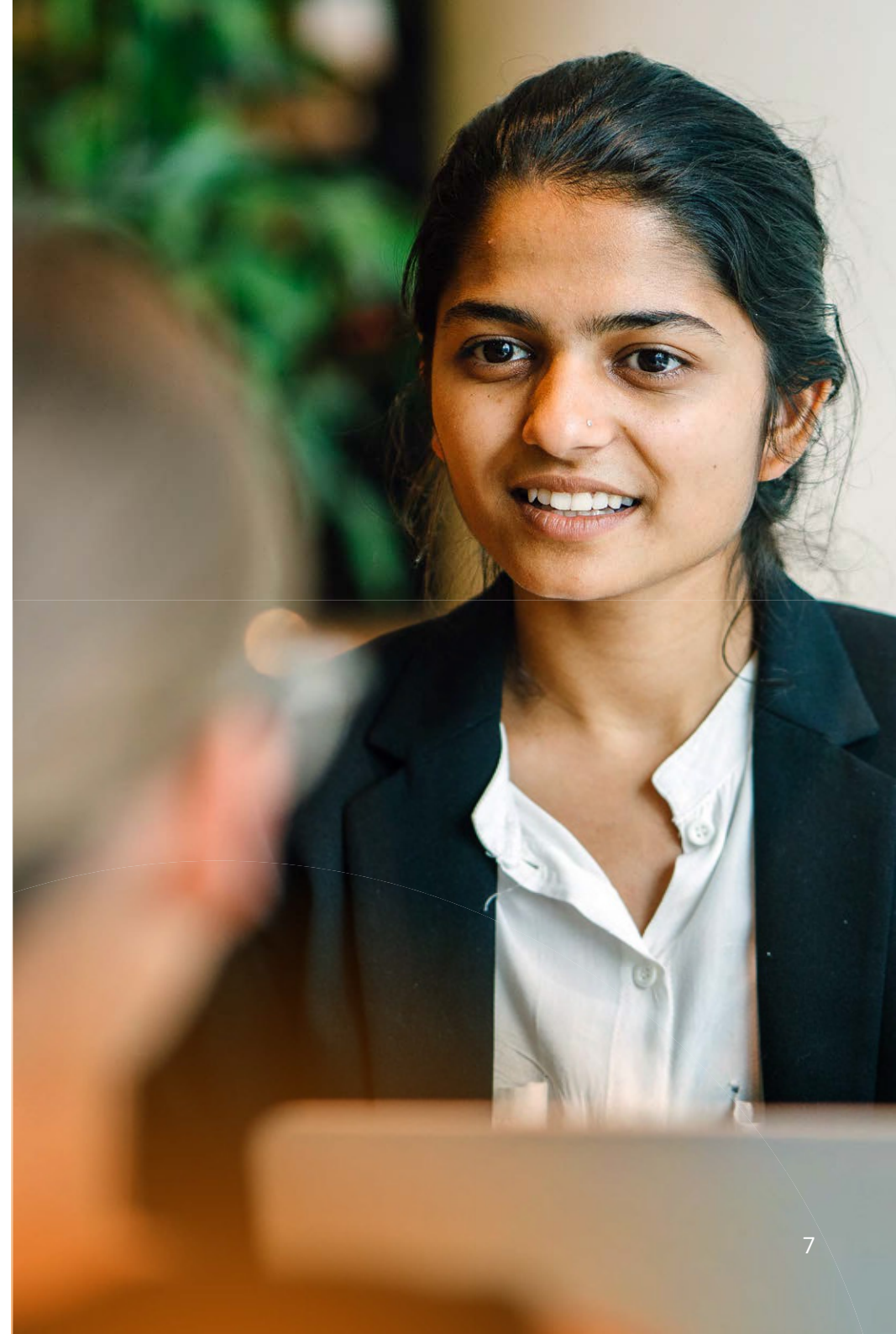
Our solutions, modules, services and products can either be used in isolation or fully integrated to create a seamless, efficient, end-to-end workforce management process.

Advanced Time and Attendance software

Managing your workforce in an efficient, fast and smart way can significantly improve your profit and productivity. Our time and attendance system delivers better operational control and supports the day-to-day management of your workforce.

Advanced HR Manager software

Our securely integrated HR solution reduces the administrative burden of keeping on top of HR paperwork and processes, providing accurate employee records and a single, centralised record for your employees.





Advanced Access Control and hardware

We combine next-generation access control with time and attendance on a single platform. This is a versatile system that supports multi-site management and remote access, scalable from one to over 1,000 locations.

Consultancy, implementation and support services

Our solutions are as good as the people who implement and support them. Our professional services are designed to maximise benefits to your business and deliver the outcomes you need through our proven methodologies. Over the course of your implementation project and beyond, you always have our experts on your side.

A blurred office scene with several people. In the foreground, a man is sitting at a desk with multiple computer monitors displaying data. In the background, a man in a suit is holding a folder, and a woman is standing and looking towards him. The overall atmosphere is professional and busy.

Our team has hundreds of years of combined experience and more than 50,000 successful project deliveries across the globe

5. Our services

Our team has hundreds of years of combined experience and more than 50,000 successful project deliveries across the globe, so we understand your business and your expectations for a quick return on investment.

Our dedicated, helpful multi-disciplinary implementation teams can provide expert knowledge, guidance and assurance throughout your project. We know just how much this business change means to you.

Whatever your experience in project delivery, rest assured we've supported thousands of customers just like you. We will aim to deliver an on-time, on-budget solution that starts earning a return on its investment from day one, while fitting your every need and integrating perfectly within your business.

Project management

Our project management helps provide assurance around your business change. Projects can be complex and time-consuming, so we'll work together at the outset to validate your objectives and measures of success, helping to provide the focus to achieve them while minimising disruption to business-as-usual activities and keeping a close eye on costs.

We'll lead the partnership from the start, helping you deal with the changes, managing risks and issues and ensuring strong stakeholder management – as we do for the many hundreds of successful projects we deliver each year.



Consultancy

From the first project meeting through to a successful go-live, our consultancy team is here to help deliver the benefits you expect from our products.

With breadth of experience in many industries and market sectors, we specialise in getting to the heart of your business processes – to help ensure good practices, and enable you to get the best from the Advanced product suite.

We pride ourselves on our track record of swift and smart implementations, ensuring focus on your measurable outcomes for the project from the initial specification through to successful go-live and beyond.

In-project response

Our support and maintenance options are designed to help you get the best from your Advanced solution and give peace of mind that you are in good hands should the unexpected arise.

From our online support desk, support line, email and customer community to videos and guides, you can easily find the information and support you need.

Virtual Assist

We won't rest on the success of your implementation when you've gone live. After the project, if you need to retain the commitment to help embed changes, or deliver post-project benefits, our Virtual Assist service provides consultancy at your convenience. It's who you want, when you need them. An infinitely scalable model, we ensure a time-bound response to system changes – which is particularly valued in fast-paced organisations where change, growth and acquisitions are very much business as usual.

Need an urgent change, or want to book some virtual training for new employees? We can help.

6. Technology

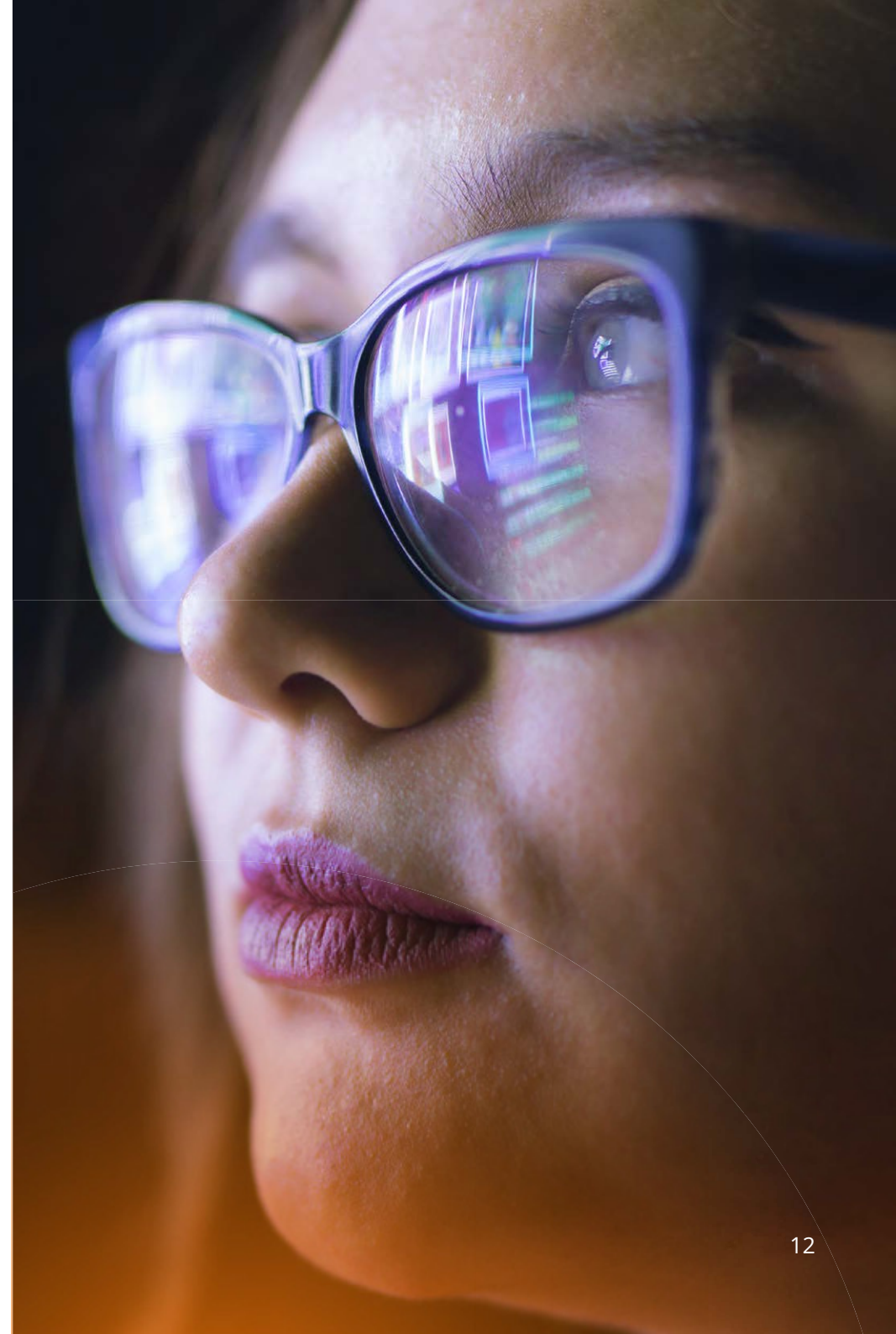
Advanced offers something special when it comes to deploying and supporting technology, whether your solution is hosted or on-premise.

APIs

Our technology works well with other systems. We provide APIs and other tools for importing and exporting data, which allows us to integrate with many providers and meet many customer requirements.

Adaptive technology

Our accessible and adaptive solution works on almost any device and is developed against accessibility guidelines WCAG 2.0 AA.



7. Security

ISO 9001 – quality management systems

Advanced has been accredited since 2009. ISO 9001 is an internationally recognised standard for quality management systems, scrutinising all areas of business life.

ISO 14001 – environmental management

Advanced has been accredited since 2011. ISO 14001 is an internationally recognised standard for the development of an effective environmental management system. It is a framework to assist organisations in developing their own environmental management system.

ISO 27001 – information security management

Advanced has been accredited since 2015. ISO 27001 is an internationally recognised standard for information security management.








We would love to hear from you

If you would like to find out more how our HR solutions can help you personalise your people experience and maximise your productivity and wellbeing, please get in touch with us today.

[Book a Demo](#)

 +353 1 4637000

 www.oneadvanced.com

 hello@oneadvanced.com