



# PeoplePlus

## People Management Solutions that work

### Times are Challenging

Boy is that an understatement. In the current climate, you like many other businessmen, may be finding it hard to keep customers. And those customers who are doing business with you are spending less and expecting you to cut your margins. This of course has a knock on effect on the people in your business.

- New hires are capped
- Cut backs may be required
- You might have to consider restructuring
- The remaining staff need to become more productive

**So now, HR is more important than ever before.**

### Life goes on

Sir Richard Branson said "*Choice, not circumstances determine your success*". Oprah Winfrey said "*The difference between a successful person and others is not a lack of knowledge but rather a lack of will*". So in common with all successful entrepreneurs you will hopefully embrace this time to see how you can make your business better and stronger for the future.

### HR is rarely the core focus

Most successful entrepreneurs tend to focus on aspects of the business like product development, sales and customer service. And they are right to do so. Peter Drucker said "*Only two things in business matter. Getting customers and keeping them*". But it's hard to do that without the required infrastructure and a large part of that comprises the people in the business. And with the bosses focus on product

development, sales and customer service, HR is likely to remain the poor relation. And in the current climate things are hardly likely to change unless you make a plan.

Very few small to medium sized businesses can afford to employ full-time human resource and payroll staff. But personnel issues are too important to leave up to chance. Every company should have a strategy to deal with areas such as HR, payroll, industrial relations, training, policies and procedures, performance management, remuneration and bargaining councils.

Most companies place a senior manager in charge of ensuring all these areas are covered which highlights the importance of human resources (HR) to the rest of the company. The problem with this approach is that the senior manager has a line responsibility related to company turnover and profit which limits his/her effectiveness in dealing with HR issues.

### Introducing PeoplePlus Solutions

PeoplePlus is about getting back to basics. PeoplePlus provides holistic HR solutions that work to improve employee management in a manner that is uncomplicated and cost effective without compromising on service and always ensuring that you remain compliant with legislation.

PeoplePlus is about combining technology and HR support services into a unique solution offering thereby providing you with your own human resource department without actually having to employ any additional staff. PeoplePlus is a division of Talenger Holdings (Pty) Ltd, which recently acquired the LifeSense HRM

Company that has been providing industry with HR solutions since 1994.

With PeoplePlus you get individual attention and get to talk to people with experience in a wide variety of HR disciplines, who understand your problems and provide answers and solutions that work without going over the top. PeoplePlus is a truly end-to-end solution designed to meet your needs.

## PeoplePlus Solutions include:

### **Lite Solution**

- Single User System
- Capture and maintain Employee Information
- Leave Management (All types of leave)
- Report Generator (create unlimited reports / includes Employment Equity Reports)
- Document Manager (electronic filing system)
- On line Recruitment (unlimited vacancy placements and candidate searches)
- Training Management
- Payroll data submission Module

### **Professional Solution**

- Multiple User System
- Capture and maintain Employee Information
- Leave Management (includes employee self service / All types of leave)
- Report Generator (create unlimited reports / includes Employment Equity Reports)

- Performance Appraisals (create your own KPA's and measures)
- Document Manager (electronic filing system / supports various file formats)
- On line Recruitment (unlimited vacancy placements and candidate searches)
- Training Management
- Payroll data submission Module
- Organisational structure (Multiple divisions/branches)
- Employee/Manager Self Service (leave, training, pay advice slips)
- Workflow Management (unlimited workflow setups)
- Built in tasks and reminders (own tasks and allocated tasks)
- System Configuration (create multiple activation profiles)

### **Both Solutions include the following:**

- **Document Library** - Over 50 ready-to-use policies and procedures, contracts and self help guides (updated in line with legislative changes)
- **Support Centre** - HR/IR/System Call Centre support help line
- **Additional System Support** - Contextual help screens
- **Data Backup** - All your data is securely backed up on a daily basis
- **News Updates** - Frequent news updates (covering topics such as Human Resources / Industrial Relations / Payroll and Employee Tax)



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