

Attract and Retain the Healthcare Workforce

From shortages in skilled labor to the balancing the needs of a multigenerational workforce to contract labor premiums, Zanett understands the human resources challenges that face healthcare providers.

Our integrated human capital management and talent management solutions cover every aspect of the employee lifecycle and help to enable you to focus on what matters most – delivering exceptional care. Our solutions help your organization reduce costs and increase employee productivity, and increase organizational efficiency and operating performance with key processes that place the right people in the right jobs, develop and reward top performers and retain key talent for the long term.

Human Capital Management & Talent Management Solutions

Global Human Capital Management

- ▶ Build a core foundation of HR data and processes that will expand to accommodate your growth
- ▶ Consolidate onto a single Web-based system
- ▶ Increase HR operational efficiency and productivity

Workforce Management

- ▶ Implement flexible role-based user interfaces for time reporting
- ▶ Integrate with third-party time capture devices
- ▶ Monitor actual time worked to planned and manage schedule changes
- ▶ Apply a global, flexible rules based solution for calculating absence accruals, eligibility, and gross pay
- ▶ Ensure adherence to schedules to mitigate understaffing / lost productivity

Getting Started

To get started on the path towards an integrated HCM solution, we are pleased to offer you a **complimentary HCM/HRMS Optimization Workshop**. During this half-day workshop, we review your current organizational structure, major processes, opportunity and pain areas, and short- and long-term needs. By determining the current state vs. desired state, we can then help you outline an improvement plan for the future from a healthcare “best practices” approach.

SOLUTION OVERVIEW

Zanett Healthcare offers comprehensive Human Capital Management and Talent Management solutions that enable your organization to:

- ▶ Manage HR globally on a single system of record while complying with local laws and regulations
- ▶ Forecast, deploy, track and manage your labor
- ▶ Attract, retain, and motivate a superior workforce with integrated talent management
- ▶ Cut costs and increase productivity

Workforce Service Delivery

- ▶ Deploy HR data and transactions to all members of the enterprise
- ▶ Enable managers and employees self-service to reduce administrative costs
- ▶ Improve employee satisfaction with a shared services model.

Integrated Talent Management

- ▶ Analyze and model your workforce skill pool to accurately plan for your future workforce and leadership
- ▶ Attract and retain ideal employees to fit your workforce
- ▶ Optimize employee contribution by delivering the right learning, in the most effective format, for the lowest price
- ▶ Align employee contribution with organizational needs with appropriate rewards, performance plans and career plans

