

# INFINIUM HUMAN CAPITAL MANAGEMENT (HCM) OPTIMIZATION



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As a business leader you know how important it is to have access to the most accurate and up to date information. One of the prime reasons for having a Human Capital Management (HCM) system is to ensure you have the information you need, when you need it. If you're not getting this from your current configuration of your HCM system, you have several choices, such as:

- Do nothing about it; therefore, continuing to rely heavily on other secondary applications like spreadsheets, databases, and other reporting tools to get what you need.
- Plan on a replacement system, set up a multimillion dollar budget, and hope that in a few years you'll get the information you need after you endure the system migration.
- Review and update your existing HCM system, at a fraction of the cost of a new system, to ensure you have the information you need, today.

There are several areas where you should be looking for improvements in your HCM system to improve your return on investment, such as; data clean up, data integrity, advanced web technology, and up-to-date business practices with current business models.

Schedule an optimization review with a trusted consultant on your existing HCM system. An HCM Optimization Review should be designed to diagnose problems and to suggest solutions. Initially, the review would include an evaluation of your current HR business models and practices, an assessment of your current HCM system configuration, a detailed report card of the findings, and a suggested plan of action.

Optimization Reviews should identify, and provide solutions for, issues such as: untrained business users, out of date documentation, procedures that don't support present business practices, redundant systems, configurations that don't match current business models, incomplete implementations, and expensive custom programs that mimic functionality delivered in your existing HCM application. Once you have your report card, you can work with your consultant or independently to remedy concerns, train appropriate staff, and adjust procedures.

Your business constantly changes and employee turnover is on the rise, just as your people and practices change, so should how you use your software. You might not need to reinvent the wheel with a multi-million dollar software migration; you may just require a tweaking of your current system to significantly increase your return on investment.

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