

HR Software with Ambition



The Complete HR System for Growth-Ready Business

People® is a complete HR system that works directly from your browser. It combines essential efficiency tools with exclusive, high-impact extras to help you make a real company difference with HR.

Essential HR + Exclusive Extras = Big Business Impact



All Your Essential HR Efficiency Tools

From managing employee records, through absence-tracking and holiday planning, you can do every essential task directly from your browser – time to get rid of your paper forms and spreadsheets!

PERSONAL DETAILS: Instantly access the essential information you need

EMPLOYMENT: Keep on top of Right To Work information, and get alerts if something's missing

COMMUNICATION: Quickly find contact details, bank details, medical notes and next of kin

SALARY: Record salary, entitlements and deductions with a full progressive history of changes

DOCUMENTS: Scan and upload your filing cabinet and go completely paperless – contracts, letters, appraisals & more

SCREEN DESIGNER: Create your own data fields for your unique business needs

QUALIFICATIONS: Keep an on-going record of qualifications either previously held, or earned on-the-job

HISTORY: Audit every change ever made with a historic timeline going back to the day you started

In-Built Bradford Factor Scoring

The most widely-used absence scoring system, the Bradford Factor is already built into People®, and alerts you when employees hit 'trigger points' to help you tackle problem absence patterns.



HOLIDAY PLANNING: Approve holiday requests from your browser, and watch as they're added to your dynamic holiday planner. Each holiday request comes with its own Impact Overview to help you make more informed decisions, and your planner will show you even deeper insights.

ABSENCE TRACKING: Track absence and spot negative trends before they have chance to get any bigger. You can even drill down and view absence patterns by office, department or even team.

EMPLOYEE SELF-SERVICE: Self-Service lets you empower your people (and delegate workload!) – your staff can login and edit contact details, personal information and even request holidays. Don't worry, if you want to audit any changes there's a full timeline that goes right back to day one.

MANAGER ACCESS: Save more time by assigning permissions to your senior management team. Let them authorise holidays, edit timesheets, add appraisals and more.

TRAINING MATRIX: Add a training scheme to an employee's record, and watch the progress bar fill up from your Training Matrix. You can check the overview to identify training needs and skill gaps.

TASK LISTS: Take your tasklist everywhere, with a traffic light colour system to tell you what's done, what's due and what's overdue.

ALERTS & REMINDERS: Never forget another appraisal, back to work interview, or birthday ever again!

Employee Performance

People - PSL Services

SystemMegan Humpries

Employees

Personal

Documents

Planner

Planner Mobile

Details

Employment

Contact Information

Skills

Thanks

Performance

Performance R0

3 Completed Segments of 10

OVERALL SCORE

01 ✓
The Big Picture

02 ✓
Personal Development

03
Tea

1 ✓2345

HOW WOULD YOU RATE YOUR JOB PERFORMANCE AND SATISFACTION?

How would rate your job performance and satisfaction?

12345

Save

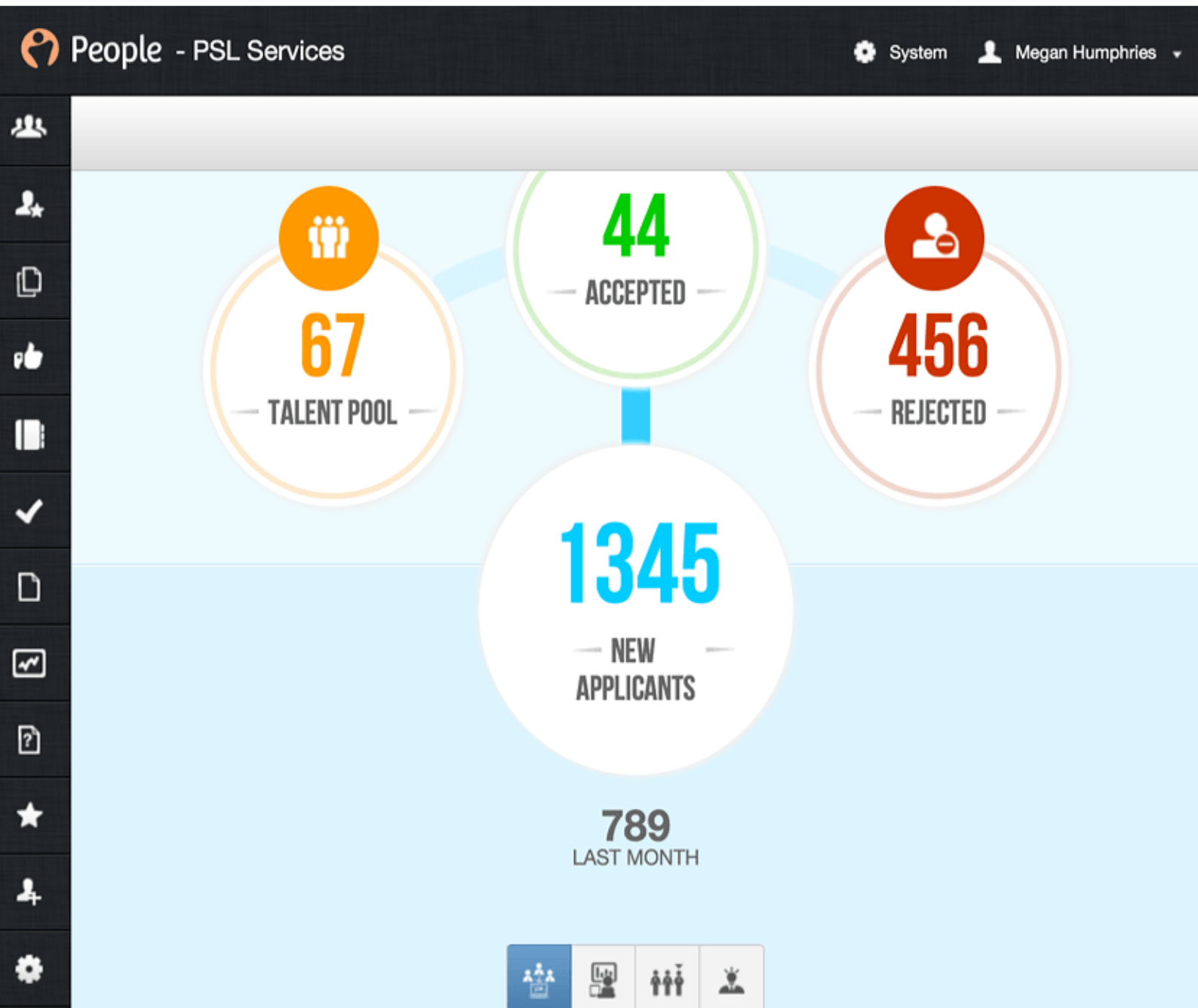
MEANINGFUL PERFORMANCE MANAGEMENT WITH PEOPLE®: Motivate your employees to meet their targets and develop their skills. Track your results, and keep getting better.

MEASURE: Measure the skills and values most important to your organisation

REACT: Compare your results to decide who to promote, train and reward

IMPROVE: Track year-on-year progress to ensure continuous improvement

Applicant Tracking System



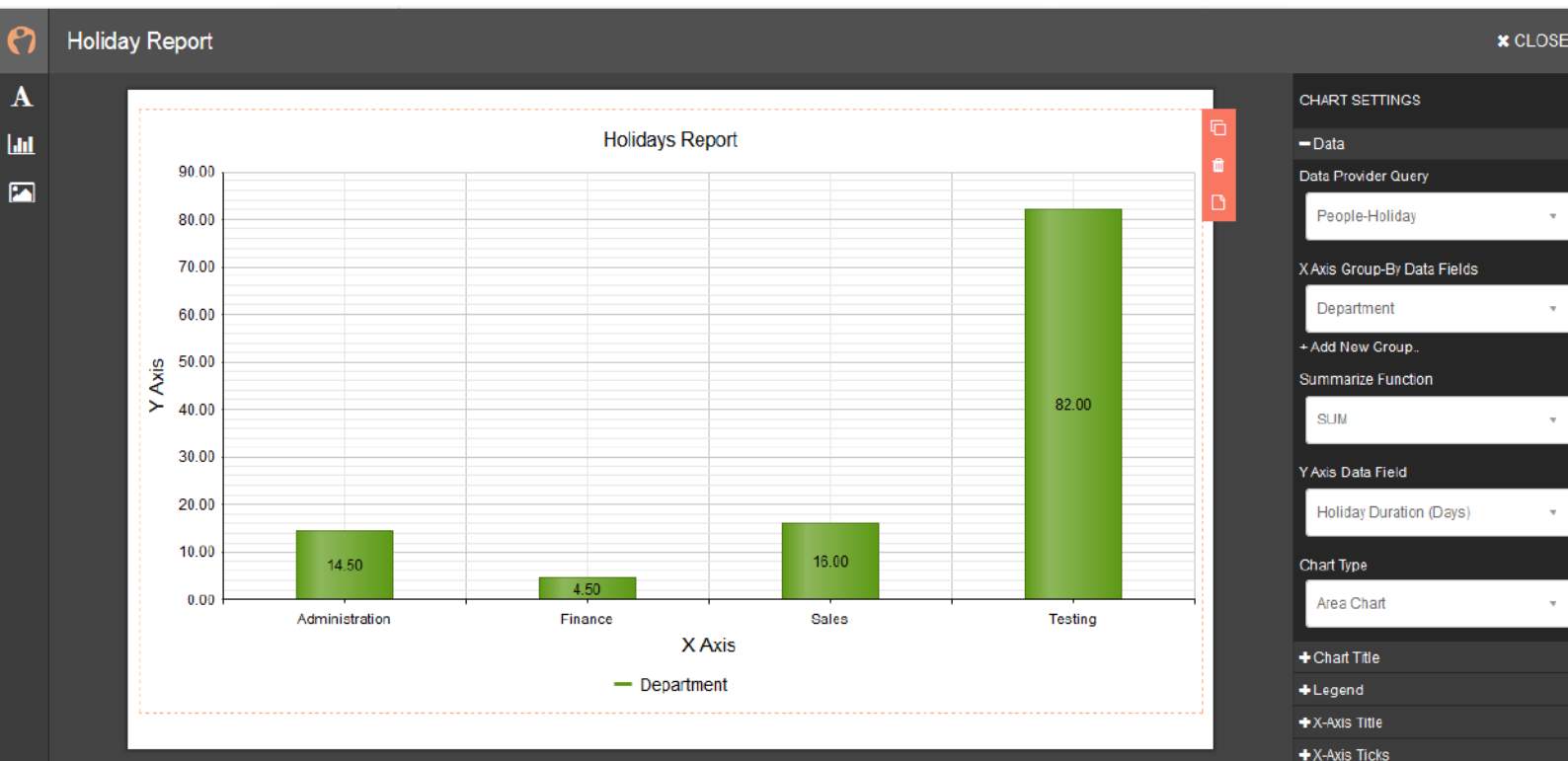
RECRUIT TOP TALENT WITH PEOPLE®: Attract the best candidates, and move them through your pipeline to find the shining stars who will help you grow

ATTRACT: Create and publish compelling job adverts to find and attract talented candidates

IDENTIFY: Score applicants against key criteria, and watch the best people rise to the top

RECRUIT: Act quickly to secure the perfect hire before they're snapped up by competitors

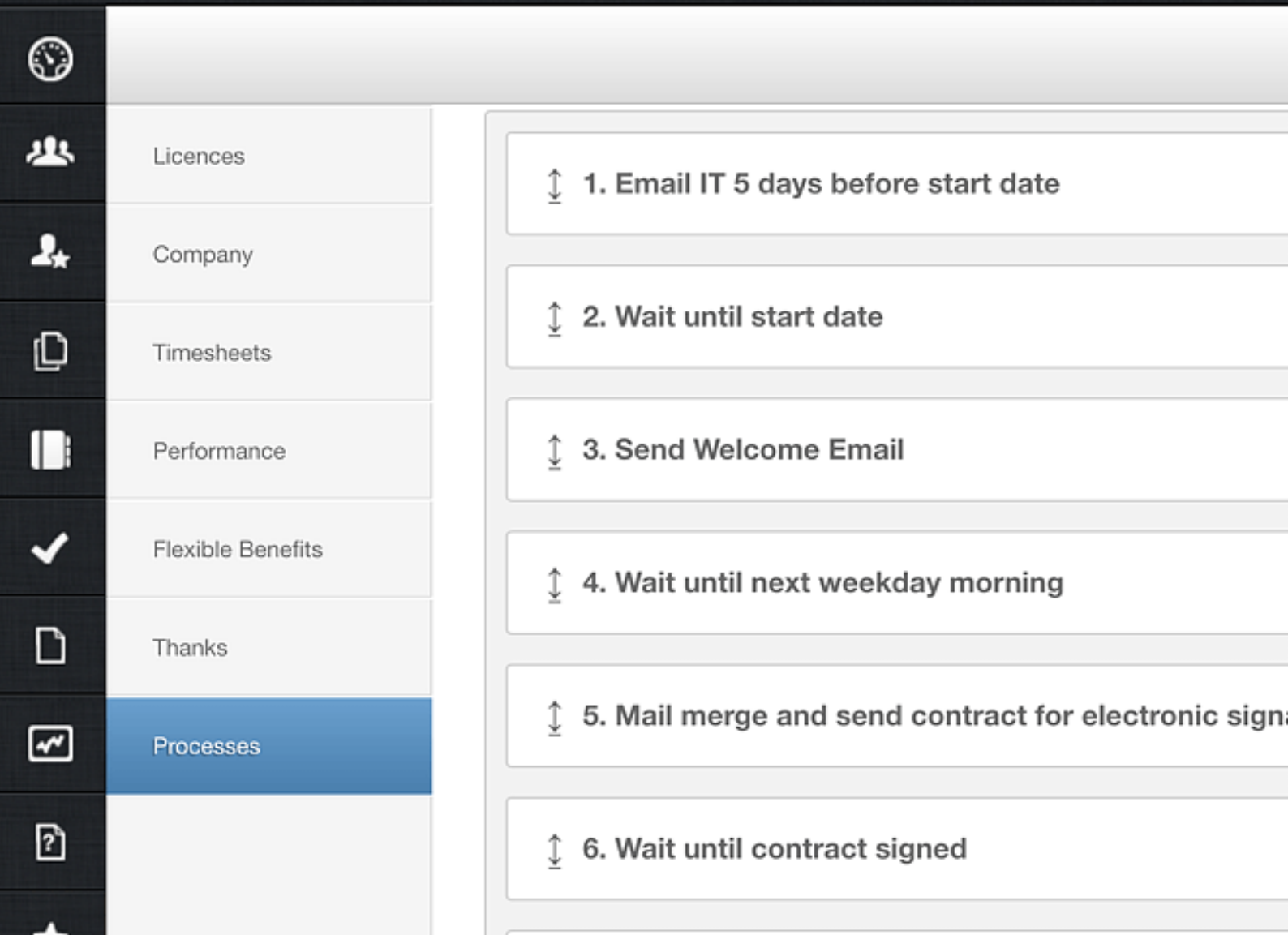
Report Designer



In the reports tab, you will find some pre-made reports that include data specific to your company, bright images, facts and diagrams. If included in your licenses, you have the ability to build your own report that look similar to these, based on the data pulled from a query. This is perfect for building custom reports that can be visible to the whole company or a selected few.

Automated & customized workflows

 **People** - PSL Services



Workflow steps visible:

1. Email IT 5 days before start date
2. Wait until start date
3. Send Welcome Email
4. Wait until next weekday morning
5. Mail merge and send contract for electronic sign
6. Wait until contract signed
7. Schedule induction training

RIPPLE® WORKFLOW : Ripple® lets you automate any repetitive manual process, by building your own custom workflows. Workflows are easy to build, and can perform hundreds of actions using any employee data set. Whether you're saving time dealing with new starters and leavers, or whether you're making sure unique company processes never get missed, Ripple® lets you simply 'set and forget' your essential HR admin.

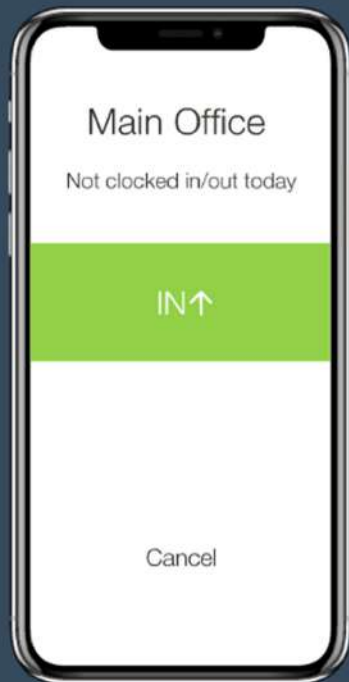
YOUR WORKFLOW DASHBOARD : Your workflow dashboard lets you quickly create new workflows, or check and edit all active and archived workflows, for any employee. You can even drill down to see if any steps within a workflow have been completed manually.

EASY PROCESS BUILDER : Designing your own automatic process is easy – just give it a name, and add the bits you need from a selection of automatic steps. Ripple® takes care of the rest, letting you wave goodbye to forgotten deadlines and human error.

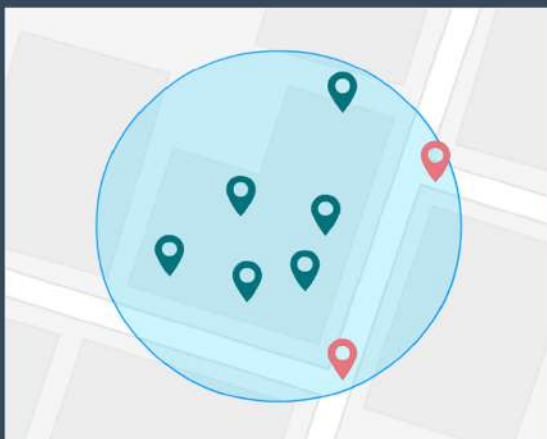
Employee Clock In & Out



QR CODE: Control sign in and sign out zones with geo-fenced QR codes. Generate QR codes locked to specific locations and allow employees to use their smart phones to sign in and out. All ready for review and payroll.



iBEACON: Control sign in and sign limited to specific geo-fence zones, allow automatic signing in and out or manual.*beacons purchased separately



PERSONAL TAP IN OUT: Allow employees to sign in and out manually using the web application or mobile application, with mobile you can control the geo-fence

Mobile apps



ENGAGE YOUR ENTIRE WORKFORCE: Our mobile app gives your entire workforce a way to connect, and keep track of their personal data. Holiday requests, expenses, Thanks™, secure chat, and more.

Available on Android & IOS. Free for existing customers.

High-Impact Extras Exclusive to People®

If you want to be ambitious and make a real difference, then you need tools that do more than just the basics. All of People®'s high-impact extras are designed to help your business grow using HR, and can be used anywhere,



Missions™

Embark on 8 exciting career challenges and tackle 8 key areas of company growth. People® comes pre-loaded with 8 exciting career challenges called Missions™. Each Mission is designed to improve your company in one of 8 areas, including:

ABSENCE & ATTENDANCE: Take pro-active measures to improve attendance, and enjoy seeing more people in their seats

CULTURE & INNOVATION: Implement the steps needed to encourage creativity and teamwork throughout your workforce

HEALTH & SAFETY: Reinforce your Health & Safety procedures and avoid disaster in the workplace

Completing a mission earns you a new title, a beautiful badge, and a mystery gift in the post.

Follow Me™

People® was built by experts who poured more than 40 years of collective HR experience into the software:

- Let expert advice guide you whenever you're faced with a decision
- Never forget important paperwork with alerts and reminders
- Benchmark company progress against others in your industry

Explosive Reports

Take a break from mundane graphs and boring pie-charts, and discover new insights about your company with explosive, graphical reports, including:

- Highest VS Lowest Earners
- Hidden Costs Within Your Company
- Demographics of Your Workforce

You can customise reports to include individual teams or your entire company, and they look so good you'll probably want to frame them.

HR On-The-Go

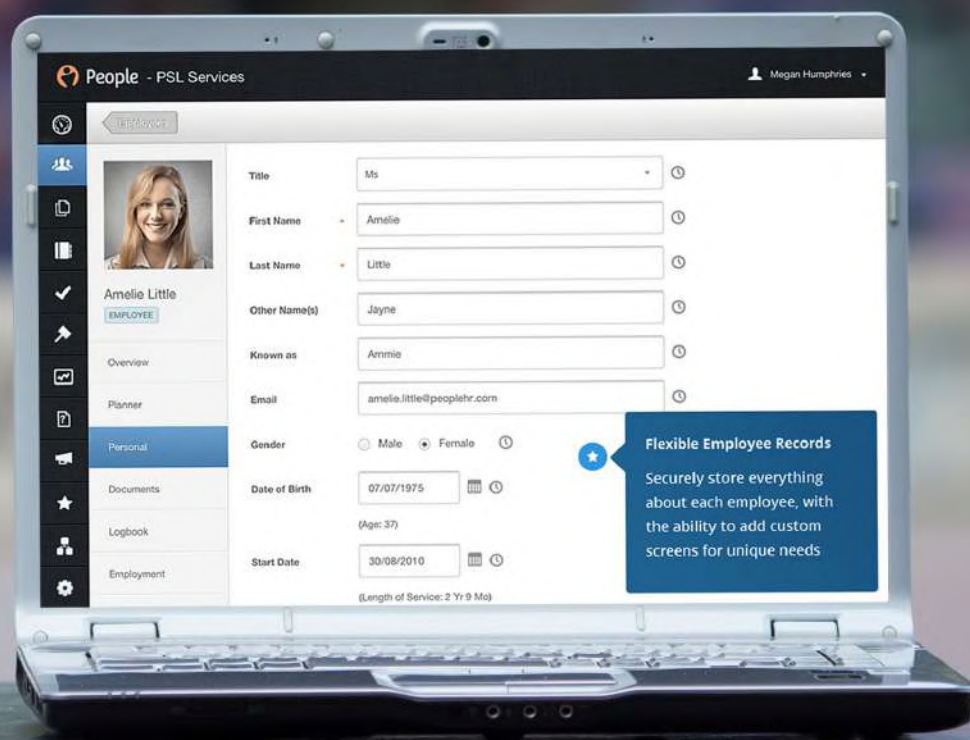
GROW YOUR COMPANY FROM ANYWHERE, ANY TIME, ON ANY DEVICE: People® is cloud-based, meaning all you need is a browser, and you're good to go. And because it is responsively designed, you can access your ambitious HR system from anywhere – desktop, laptop, tablet, smartphone... and no need to pinch, pull, twist or shake!

NO I.T. EXPERTISE NECESSARY: There's nothing to install, and we handle all maintenance from our end. Why not give your IT team an extra coffee break?

DEDICATED SETUP SUPPORT SERVICE: If you want to hit the ground running, then you'll be happy to know that our HR software experts offer full training and setup support for you and your company to help you get growing your business faster. We can work with you remotely, or even visit your site.

Dozens of Professional Templates, Forms and Contracts from DocSpot

Sick of writing contracts and letters from scratch? Dip into DocSpot.co.uk – a document template company we acquired so we could provide all People® users with dozens of contracts, policies, letters, templates and more.



 **People** India is used all around the world
(including in India), by several large corporates



What Our Customers Think

"Quick, easy but SO effective!! The thought of probably halving the amount of paper work I have in the office is a big enough bonus!! The painful job of tracking holidays & sick days will now become a dream and it's always fun to have a brand new shiny software to play with. Just simple things like bright colours and easy links makes it so much more approachable. It makes you want to be more organised."

John Lasseter, CEO

"Not only was the price reasonable, but it was probably my favourite system overall. Definitely the most user friendly and graphically appealing system we looked at."

Ryan O'Connell

"I like the Personal Planner section, as this works well, updates quickly and is easy to navigate. I also like the visual display of the reports I think they look really good and are a fun way to see the company stats."

Emma Mills





Giving You 47 Years of HR Experience

Our modern HR system was built by a team of HR software veterans with nearly 50 years' collective experience.

After meeting up for coffee one morning, we concluded that even the biggest HR systems available (many of which we'd built ourselves) were not keeping up with the times. And so, after a eureka moment involving a lot of spilled coffee, we began building the most ambitious HR system to date: People®.

We pulled out spreadsheets. We packed it with powerful technology. We gamified, optimised, modernised... we made it fun. Then we injected everything we knew about HR into every crack we could find. The result? A modern, ambitious HR system that will stand the test of time and continue to foster big company growth for decades to come.



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