

Manage available human
resources in real-time

Achieve better employee utilisation

Respond quickly to changes to plan

BusinessEdge people management key
functions:

Payroll

Self service

Time & attendance

Hiring and de-hiring

Appraisal management

Salary reviews

Career development

Training and education

People management

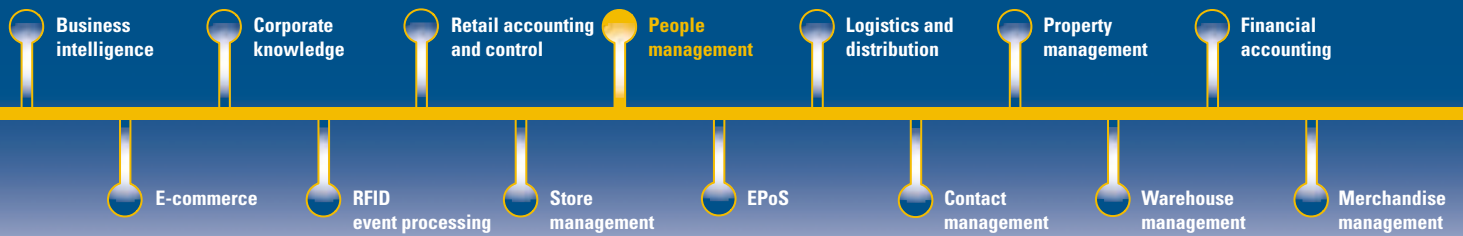


People are one of retail's biggest overheads, so it makes sense to manage this critical asset to improve employee productivity and motivation, respond rapidly to changing requirements, schedule manpower in relation to the shifting mix of full time, part time and temporary employees and the peaks and troughs of demand.

Fast-growing retail businesses in particular, need scalable solutions so that the increase in business is not offset by escalating personnel administration costs at head office, especially in an industry often blighted by high levels of joiners and leavers.

BusinessEdge for Retail people management solutions are designed to reduce costs, improve accuracy and the understanding of how employee overheads are distributed for better planning, labour scheduling, and performance. The principle of a single data entry point, with relevant information made available to various functions as required, has been adopted. Web-enablement delivers self-service capabilities with the benefits of fewer errors, reduced administration and the elimination of paper-based payroll submissions. Retailers who understand the motivational benefits of devolving more responsibility to the field for local decision-making can do so without fear of losing security or control.

Our people management solutions address the needs of the modern retailer to recruit and retain, motivate and develop the careers of their most valuable and usually widely dispersed asset: their employees.



BusinessEdge for Retail applications connect to the enterprise service bus for integrated business processes and management information

BusinessEdge for Retail people management modules are flexible and highly scalable, offering comprehensive parameterisation for best fit without modification.

Payroll – Emphasis is placed on accessibility of data essential for accurate payment of employees and management covering fully functioned payroll processing including SSP and SMP, back pay calculation, employee costing; time and attendance interface, BACs communication and extensive reporting including P11D management.

Human resource – delivers detailed and accurate recording of human resource information for personnel administration, training, recruitment and absence recording. Features include employee data, career history, appraisal and performance, skills/competencies, disciplinary/appeal processing, equal opportunity monitoring, diary reminders, etc.

Time & Attendance – enables you to track and monitor employee attendance, operate access control and collect hours worked of full, part time or temporary employees, including via EPoS systems, to improve absence and holiday management and payroll data preparation.

Self Service – allows employees to perform simple administration tasks, access and update payroll and HR information over the web, for significant cost savings.

People management is a best of breed solution in the BusinessEdge for Retail suite which adapts easily to fit your business needs without incurring long implementation times or delays in achieving a return on investment. All application modules share Progress® OpenEdge™ as the underlying technology platform. They integrate together or with existing systems via the world's leading enterprise service bus, Sonic ESB®, in order to minimise integration time and cost.

Farm Foods

300 employees

270 stores

Most successful independent

UK food retailer

“Our success lies in our forward-thinking approach to the management of over 3000 employees at HQ and in 270 stores.”

Farm Foods

Finding out more

You can check out some of our retail successes at www.progress.com or contact Marketing Unit on 0845 665 2754
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