



SAGE ABRA HRMS NEWSLETTER

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Going Online to Recruit the Best People

Studies suggest that nearly 77 million workers will be “lost” by 2011 as a result of retiring Baby Boomers. It’s now more important than ever to leverage technologies that will enable your business to recruit, hire, and retain the most talented resources in a shrinking labor pool. In this article, we’ll take a look at Abra eRecruiter as a tool that will help your organization automate various aspects of the recruiting process, integrate internet resources and recruiting methods, and save your company money by reducing cost-to-hire and time-to-hire.

The Internet – A Revolution in Recruiting

As reported by the *Pew Internet & American Life Project*, long known for capturing Internet usage trends, 75% of all US adults now rely on the Internet as an integral part of their lives. For years, large companies have been very successful in leveraging the internet as a primary recruiting ground. With Sage Abra eRecruiter, small and medium-sized businesses can leverage the same successful approach in order to stay competitive.

A Closer Look at eRecruiter

eRecruiter is a web-based module for Sage Abra HRMS that automates applicant processing and routing using a customized career center on your company’s website. Recruiters can review applicants from a single, organized screen and easily route qualified applicants to hiring managers and set up interviews. eRecruiter uses paperless online tools that reduce the administrative burden on your HR staff and allow them to focus intently on the goal of reaching the most talented people. In addition, eRecruiter offers the following

- **Job Board Integration** – you can quickly upload open requisitions to Monster.com
- **Web-based Solution with Online Career Center** – using eRecruiter, you can create an online career center on your company’s website that allows applicants to search for open positions, submit resumes, and complete applications which are automatically routed to the appropriate person for review.
- **Automate workflow and go paperless** by electronically routing applicant information, resumes, interview schedules, offer letters, and other critical documents and activities to the right people. eRecruiter also allows you to define your company’s workflow including approval processes, screening, interview routing, and applicant communications.
- **Powerful Search Capability** - you can search applicants and resumes based on a variety of criteria including position desired, education, degree, skills, referral source, previous employer, or you can build your own search criteria. No more digging through file cabinets search for resumes!

Electronic Requisition Management – you can create requisitions from scratch or leverage an existing template. Requisitions are then routed via email for approval to all necessary approvers. Once final approval has been received, the requisition is posted to the public career center.

It Sounds Great, But Is it Cost-Justified?

That’s easy! A study by the *Society of Human Resource Management (SHRM)* reported that the average cost per hire through major metropolitan newspapers was \$3,295. Conversely, the average cost per hire from an electronic, Internet-based recruiting strategy was \$377, or a savings of about \$2,900 per hire. What’s more, an online recruiting strategy drastically reduces paper and printing costs while significantly reducing paperwork and other administrative burden on HR staff freeing up time to focus on more meaningful recruiting and hiring strategies.



[Contact us](#) to learn more or see a demo of Sage Abra eRecruiter.

Introducing the New Sage Timesheet Version 9.7

Sage Software has recently announced the availability of Sage TimeSheet Version 9.7. This new release features enhanced integration with Sage Abra HRMS Attendance and Abra HRMS Payroll. New Sage TimeSheet 9.7 simplifies time tracking for professional service organizations by streamlining processes and automating data transfers between Sage Timesheet and your Abra HRMS system. Let's take a closer look.

Making Things Simpler

For years, Sage TimeSheet has offered a comprehensive time and attendance tracking solution to companies offering professional services such as IT, engineering, and government contractors. The goal of the Version 9.7 release is to tighten the integration with the Sage Abra HRMS so that managers have better control over the information coming into the system, improve efficiency, and minimize the effort involved in time tracking and payroll management.

Tighter Integration with HR and Payroll

There is now complete automation in the transfer of information between Sage Abra HRMS and Abra Payroll for payroll processing, or to Abra Attendance to update time-off balances into Sage Timesheet. Data is first imported from Abra HRMS into Sage Timesheet. Once completed, employees can setup tasks and enter time in TimeSheet using Abra HRMS components. Abra Payroll can receive hours and pay rate information, for period-end payroll processing. Your auditors will like the fact that all labor hours are verified from within Timesheet and have associated date and time stamps.

Approvals Now More "Timely"

The system provides additional notification capabilities providing Managers with better visibility into the time approval process as they are automatically alerted when timesheets have been submitted by employees. Managers can then focus on those who have not submitted their time in order to speed up the time approval process and generate billings.



[Contact us](#) for more detailed information about Version 9.7.

[Click Here](#) to download the **Sage TimeSheet** Overview Brochure.

Industry News and Updates

House passes bill to extend unemployment benefits

In June, Democratic leaders in the House pushed through a bill that would extend unemployment insurance benefits amid concerns about the recent dramatic rise in the unemployment rate. The Labor Department recently announced that the unemployment rate had increased in May from 5 percent to 5.5 percent. That represents the highest one-month increase in more than two decades.

U.S. Job Satisfaction Continues Upward Trend

More than 40 percent of employees report they are very satisfied with their jobs, according to the 2008 Job Satisfaction survey report released today by the world's largest human resources organization. This year's unstable economic climate is reflected in employees' perceptions of job security (59 percent), where it was cited as the top aspect of satisfaction. [Click Here](#) for complete survey results.

Despite Economic Downturn, Employee Benefits Remain Stable in 2008

Despite recent challenges to the economy, employers are managing to maintain a balance in employee benefits, according to the 2008 Employee Benefits Survey released today by the Society for Human Resource Management (SHRM) at its 60th Annual Conference.

"Rising health care costs, combined with the state of the economy, are causing more employers to adjust health care and financial benefits," said Susan R. Meisinger, SPHR, president and CEO of SHRM. "But in return, employers are offering other valuable but less costly benefits, such as telecommuting, cross-training for non-job-related skills development, and allowing employees to bring their children to the office in emergencies."

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Technologies LLC

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6401 Jefferson Street NE | Albuquerque, NM 87109 | jcavanaugh@redw.com | (505) 998-3200 | www.redw.com