Human Capital Management & Payroll

INTRODUCTION

The construction industry has various labor management requirements, such as specific worker safety compliance and certifications, as well as numerous challenges, including rapidly fluctuating labor costs driven by periods of labor shortages. Knowing where all your resources are located, what projects they are working on and what certifications and training programs they have completed is essential for running a high performing construction firm.

In addition, your team, particularly those in the field, can greatly benefit from self-service tools to organize and access personal data – including their personal profiles, payroll details, vacation and time off requests, performance reviews and other HR-related information.

CMiC Human Capital Management & Payroll brings together technology, workflows and people to enable a fully connected workplace with a truly engaged workforce. At the core of it, CMiC is purpose-built to satisfy the unique HCM and payroll needs of the construction industry. Our solution allows you to spend less time on administrative tasks and more on fostering employee engagement and driving team productivity.

FEATURES

Workforce Management
Avoid duplicate data entries and automate routine HR and payroll tasks

Employee Self-Service
Enable employees to access benefits and salary through an easy-to-use single portal

Construction Payroll
Manage payroll processes and demonstrate compliance by delivering accurate documents and reports

Crew Time
Measure, track, and report labor hours across different projects and activities

CMiC / Human Capital Management & Payroll

Employee Self-Service

- Provide employees secure access to their personal information on any device (smartphone, tablet, laptop)

- Increase productivity of HR and Payroll managers by automating routine tasks

- Enable employees to access their benefits with ease through a single employee portal (view salary history; view and print paystubs; view benefit status, including PTO, Flex, and 401(k) balances; and more)

Reporting & Analytics

- Comply with government regulatory reporting requirements

- Create dashboards and reports that reflect the company's hiring, employee engagement and employee satisfaction results

Crew Time

- Measure, track and report not just labor hours, but also where and when your employees are spending their time (jobs, department and/or activities); capture units and define billing rates

Single Sign On

- Provide easy access to the app for all employees

Payroll

- Process payroll and support compliance (including federal, state and local payroll tax requirements) by delivering accurate employee paychecks, tax reporting, and regulatory rules

- Streamline routine (monthly, quarterly and annual) administrative tasks and file tax returns easily and on time

- Integrate with other financial reporting, such as general ledger and owner billing; easily share reports with your external accountant, HR leaders and executive management – in the aggregate or for individual employees

Benefits Enrollment

- Provide employees greater benefits planning awareness, flexibility and control

- Eliminate manual audits and reconciliation; ensure enrollment in the right plans

- Update employee benefits automatically when providers change their specifications

- Generate, update and transmit W2 and 1095-C forms directly to the tax authorities, such as the IRS

- Review current benefits plan, costs and credits from any device

Human Capital Management & Payroll

CMiC Human Capital Management & Payroll is designed to streamline the way your construction firm manages its human capital — from recruiting, hiring, onboarding and training new talent — to engaging with, motivating, compensating and retaining employees. Employees can access the system through a web-based portal to maintain or update their profiles, view their benefit plans, access payroll information and enter, modify and update their hours and paid time off. In fact, your field teams can do his by accessing the Human Capital Management & Payroll app through their mobile devices.

CMiC delivers complete and unified Financials and Project Management solutions for construciton and capital projects firms. CMiCs robust software transforms how firms optimize productivity, minimize risk and drive growth by planning and managing all financials, projects, resources, and content assets — from a Single Database Platform™.

4850 Keele St | Toronto, ON | Canada
Main: +1 (416) 736-0123
Sales: +1 (773) 207-3992
Email: sales@cmicglobal.com
Web: www.cmicglobal.com

CMiC / **Human Capital Management & Payroll**