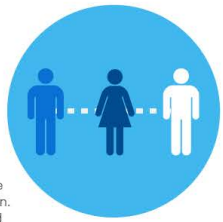
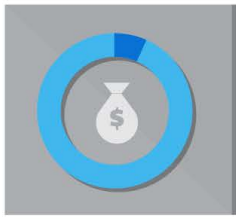
WHAT IS HCM?



Human capital management helps businesses maximize employee performance by tying together workforce recruiting, management, and optimization. As the expectations of management and employees have changed, HCM processes and systems have continually evolved to meet them.

WHAT ARE THE MAJOR INFLUENCERS?



Workforce Optimization

Only **1.5-3.0%** of most companies' software budget goes towards workforce management. However, real-time, on-demand analytics can help C-level executives make better decisions on how to best leverage their workforce.

HCM for Small Businesses

Though HCM was created to help large companies, the regulatory environment has made them practical for small to medium sized businesses.

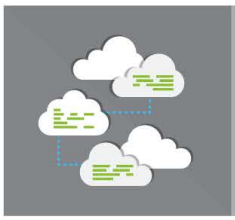
WHAT DOES THIS MEAN FOR THE FUTURE?

A More Strategically Optimized Workforce

HCM systems enable insight, action and ultimately, an impact on profitability thanks in part to a more productive workforce.

Enable HR Directors

HCM frees small-to-medium-sized business HR directors to focus on strategy by helping complete day-to-day work efficiently and effectively.



Transparency / Visibility

Employees share visibility into a wide set of personal and beneficial data, including the industry's broadest set of retirement self-service features.

Mobility / Self Service

With over 50% of businesses already taking advantage of benefits and/or enrollment administration systems, the time to be mobile & implement self-service is now.

Security

A secure, web-based portal allows for employees, managers, and HR administrators to access important information at any time.

Reliability

When your main HR functions are running smoothly, employees have a good experience and can focus on their responsibilities, worry free.

Automation Recruiting

75% of larger businesses use an applicant tracking system. These modern systems help HR by removing up to 70% of applications, so you can focus on the most qualified candidates.

What's Next?

See what the Paychex Flex℠ HCM system can offer your business by calling 888-973-2412 or visiting payx.me/capital

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