

HUMAN RESOURCES AND PAYROLL

Human Resources Management
Automated payroll
Digital self-service

The EMSYS Human Resources and Payroll module manages the full employee lifecycle, automates timekeeping and payroll, and ensures full compliance with labour legislation, eliminating manual work and error risk.

Competitive Advantages

	Employee Journey Management	Complete administration of the employee electronic file, from recruitment and hiring to termination. The system ensures full traceability by retaining the complete history of contractual changes, positions (COR codes), organisational structures and roles held.
	Accurate, Automated Payroll	Automates payroll calculation for complex structures (pay periods, variable allowances, retroactive indexations) and automatically manages various deductions (garnishments, CAR, instalments, child support). Enables calculation simulations and automatic recalculations based on court rulings, eliminating manual errors.
	Flexible Multi-Payroll Handling	Allows multiple salary assignments for an employee in the same month, with different payment methods: monthly, hourly or pay-grid based. Salaries can be managed in any currency and at any exchange rate, with gross or net amounts and automatic indexation.
	Automatic Calculation and Absence Management	Includes an advanced engine for planning and automatically calculating annual leave and medical leave. Each salary element remains valid until a new change is entered, ensuring continuity and an accurate payment history.
	Employee Self-Service Portal	Dedicated employee portal for digitalising communication, allowing payslip viewing, leave requests and real-time timesheet management. Includes advanced shift planning and workforce availability monitoring for higher operational efficiency.
	Legislative and Tax Compliance	Ensures compliance with labour legislation by automatically generating tax declarations (D112), authority reports (REGES integration) and all legal documents (decisions, addenda, certificates, etc.), enabling low-risk fiscal compliance.
	Managerial and Budgetary Analysis	Provides the unique ability to allocate every worked hour to any cost object, project or overhead area, with different rates where applicable. Labour costs and related taxes are posted automatically to both financial and managerial accounting, enabling accurate profitability tracking.



Strategic Development and Evaluation

Includes specialised modules for career management, training and performance evaluation. The system enables algorithms for performance bonuses and monitors professional development, turning HR into a strategic business partner.



Automated Notifications and Alerts

All legal documents (payroll register, tax forms) are generated in one click, while proactive alerts eliminate non-compliance risks when critical documents expire.



Integrated Human Resources and Payroll Components

- Personnel Administration
- Time Management
- Payroll
- Delegation Management
- Recruitment and Selection
- Career and Training
- Performance Evaluation
- Employee Portal (Self-Service)

