Enterprise Time Management

Global time management platform to transform and modernize your legacy ERP time systems.

> " We've started to look at our business differently across the board, and time is just one measure to help us better succeed. Whether it's evaluating team efficiencies, resource utilization against projects, or product development and investment, Replicon has been the tool that we trust to help us improve effectiveness. "

John Young

Chief of Staff (RDO Division), Blackbaud

Your ERP system was designed with finance and accounting in mind

It was not built for end users, for mass usage or for time management. The time management feature that is included with your ERP has been pieced together to meet specific needs within your organization, customized over time making deployments inelastic and changes close to impossible.

Your systems need to keep pace with your business processes

Throw off the chains of your ERP change management cycle, the disruptive and expensive band-aids limited by the versions of your legacy systems. Today's era is fundamentally different. Your workforce has changed - its needs are diverse, mobile, and they expect full usage of the technology available in their personal lives today.

REPLICON™ | The Time Intelligence™ Company

Replicon's approach to solving your enterprise time management challenges:

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- Enterprise time management needs to be more than a feature enhancement in your ERP – it needs to be a product.
- Replicon enables businesses with an enterprise-grade product that supports global governance and local administration, that is multilingual and has the scalability to meet organization needs.
- Our modern user interface and a native mobile application drive rapid adoption even with diverse employee types.
- Our Time Intelligence Platform is customizable to your unique requirements and supports comprehensive end-to-end workflows, including global payroll with compliance, billing, invoicing and revenue recognition, shared services and project costing, and many more.

Ability to plug & play with your ERP to minimize change management

- Ensure your system of record has the data it needs without changing your ERP system.
- Integrate through standard connectors and interfaces to and from your back-end systems for required data and workflows.
- Replace your current overwhelmed ERP time feature with a purpose-built product without replacing your entire ERP.
- Address the multiple pressures on your ERP coming from your end users without the hassle of change requests.

Benefit from our true cloud delivery model and get maximum ROI

- Always stay up-to-date with our continuous delivery of enhancements.
- We are proud of our high availability. Our solutions are available 99.5% of time.
- Our global data centers with 8 swimlanes make sure that you always have access.
- We adhere to SAS 17, and other stringent security and other compliance requirements.

Move fast with Replicon's easily configurable product

- Get up and running fast with our experienced and award winning implementation and support teams in a matter of weeks.
- Take advantage of our scriptable framework to make adjustments to suit your business needs without long customization projects.
- Don't pressure your time platform with your lengthy ERP change management schedules - set it up and run fast.
- Set it up for agility and know that you can tweak easily after the fact to adjust the system to be the right fit for you.

Easily justify the ROI of our solution

- Achieve an ROI in months, not years – implement fast and at a much lower cost than touching your ERP.
- There are no year long consulting services engagements or 7-8 figure upgrades.
- Justify the spend with a reduction in operating expense due to efficiencies achieved.

Modernize your legacy ERP time systems.

Multiple time & punch formats
- Create your own timesheet format to meet your business specific requirements.
- Track in-out times, punches, breaks or work durations against activities and add comments.
- Add custom fields within timesheets to meet your business needs.
- Pre-populate timesheets and enable attestation feature as and when needed.

Multiple employee types support - exempt, non-exempt, hourly, contract in multiple locations or geographies
- Easily support time capture for exempt, non-exempt, part-time and contingent workforce on the device of your choice.
- Analyze weekly aggregate hours for your global teams
- Manage time, productivity and costs across your enterprise business.

Detailed work breakdown structure association – projects, tasks, activities etc.
- Create and manage projects with multiple levels based on your needs.
- Track time against projects and tasks and define custom fields.
- Manage the status of projects - eg "Tentative", "Cancelled", "Deferred."
- Roll up related projects into programs and manage their performance.

Policy & rules based platform for time capture and validations
- Set up automatic validation of time entries and punches using pre-defined rules.
- Create custom validation rules to meet business requirements.
- Automatic validation of timesheet entries minimize errors for common and specific business requirements.

Simplified absence management
- Create any time off types appropriate for your business – vacation, sick leave, bereavement and more.
- Empower employees with self-service requests through web, mobile or CloudClock.
- Setup and manage accrual policies and resets as your business needs.
- Get real-time visibility into organization & department wide time off liabilities.

Integrated schedule management
- Deploy the right mix of people to meet your shift scheduling requirements.
- Make proactive adjustments in response to emergencies, to avoid over or under-staffing or to manage your costs.
- Communicate the shift information to your employees in real-time.
- Get complete control over your workforce productivity and overtime costs.

Continuous global compliance
- Leverage our preconfigured global pay rule library to consistently apply overtime, meal breaks and other labor laws.
- Fully automate pay calculations and always be confident that you are paying right.
- Create and adhere to business specific labor requirements with ease.
- Stay in-the-know on compliance best practices and updates through Replicon's resource library.

Comprehensive reporting and dashboards
- Easily configure reports to filter and view the data the way you want it.
- Dig deep into real-time or historical data to better forecast.
- Get the "big picture" with dynamic, real-time summary charts and dashboards.
- Schedule reports to be emailed at regular intervals.

Scriptable approval framework
- Model dynamic approval workflows to meet your business' needs and ensure compliance to business policies.
- Use real-time data validations to handle exceptions and routing in real-time.
- Streamline the approval process with real-time alerts and notifications.
- Include project managers, supervisors and other people in the approval chain.

Global distributed administration with local control
- Organize your workforce for better security, access and visibility into company critical information.
- Restrict administrators from viewing/editing users outside of their groups.
- Enjoy complete flexibility to customize organizational hierarchy as per business requirements.
- Administer local business policies from a central location.

Global languages
- Choose languages based on where your users are.
- Eliminate translation needs and provide a better user experience.
- Support for English, French, German, Spanish, Japanese, Chinese (Simplified, Traditional), Portuguese, Danish, Hebrew, Czech, Polish & more.

Granular data visibility and control
- Create metrics around productivity, utilization, costs, billability and other data points important to your business.
- Roll-down targets to an individual level or aggregate them at any level of abstraction needed within your organization.
- Assign permissions to control what employees can access & view.

Metadata driven architecture to provide seamless configurability
- Define and associate work breakdown structures such as project hierarchies, or flat lists such as activities and custom extension fields to time data to model unique business needs through configurations.
- Achieve customization through configuration by leveraging metadata association and extensions.

Modern web and mobile interfaces
- Intuitive interface drives fast adoption across the organization.
- Non-intrusive time data capture in real-time to reduce reliance on people's participation.
- Role-based views help streamline processes around Time Intelligence.
- In-context analytics gives users capabilities to analyze time metrics without the need to run actual reports.

Notifications and alerts
- Use from our library of alerts and notifications to reduce manual checking and follow-ups.
- Better inform employees about actions needed.
- Create custom notifications to get your teams to act in a timely manner.
- Manage your time, pay and billing specific processes in real-time.

Seamless integrations with our pre-built data interfaces
- Fast and easy to integrate Replicon with any ERP system that your business uses.
- Share critical employee Time Intelligence data with your ecosystem to enable downstream processes.
- Turnkey and seamless cloud-based integrations makes it easy to implement, deploy and upgrade.

Other enterprise products powered by our Time Intelligence™ Platform

Global Time and Gross Pay Automation

- Manage your employee time and attendance for all of your employees around the world with ease.
- Gain complete control over your complex workforce time data requirements, including geographies, CBAs, unions, field workforces, shift schedules and more.
- Real-time visibility into accurate, traceable data, anywhere, anytime.
- Get automated, trackable, actionable time & gross pay data at your fingertips.

Business Operations Software

- Manage your professional services business operations workflow, end to end with holistic and granular visibility.
- Align your teams with a single source of truth, real-time data and consistent business outcomes – Margins, WIP, Utilization, Profitability and Cash flows.
- Gain complete control over your service delivery workflow, contracts, WIP, client billings, and revenue recognition.
- Take immediate action with real-time insight into accurate data based on the actual work being done.

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About Replicon

Replicon, the Time Intelligence Company, has over 20 years of industry leadership and is pioneering a new approach to time management. Time Intelligence elevates time as a strategic asset within an organization, to improve operational productivity, performance, and profitability. Replicon's Time Intelligence Platform offers solutions for global time and gross pay compliance, integrations with leading ERP solutions, and an SDK for continued development - expanding the company's award-winning portfolio of cloud-based products for workforce management, including complete solution sets for client billing, project costing, and time and attendance. Replicon supports thousands of customers across 70 countries, with over 400 employees around the globe including the United States, Canada, India, Australia, and the United Kingdom.
To learn more, visit www.replicon.com.

Want to try it for your business? Contact us:

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