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Technology holds the solution to true people empowerment and business advancement

As a trusted advisory service, technology solution developer and operator in payroll and human resources systems in Southern Africa, CRS Technologies is proud of its track record in empowering companies with the knowledge and infrastructure to compete effectively in today's marketplace.

In this newsletter we ratify the value of a number of exciting offerings into the market, particularly that which is based on expanding users ability to effectively manage the HR environment.

CRS DIY and CRS Business Analytics, part of our extensive range, demonstrates the level to which technology can assist decision makers control and leverage off human resources within business.

These solutions are based on the foundation criteria for system development and application established by CRS Technology. As our expanding customer base will know, this covers a modular approach with the Base Module representing the core component, holding all the necessary information and relevant functions.

Clearly, global economic pressure and measures to reform and restructure systems to rectify markets continues to impact on human resource development and relevance to business.

We are very proud of the progress we have made and our continued success in generating awareness of technology/ system convergence with Human Resource best practice.

In effect, if one considers the dynamics of human resource development and the emphasis on people empowerment within the modern business environment, we believe that management of any credible business, of any size, cannot truly benefit from HR growth without serious consideration of and investment in next-generation systems.



**James McKerrell,
Managing Director**

Recent enhancements to the CRS Solution

- New Address Formatting according to SARS requirements
- SARS relaxed validation rules
- New format Workman's Compensation Fund Report
- New RSA Tax Tables
- New India Tax Tables
- Zambia Tax Calculator
- Zimbabwe Tax Calculator
- New format Swaziland Tax Certificates

Available in the July 2010 release

- Budget Module Revamp
- Year-end: Ability to do Year-end at any time during the year
- No more need for Year-end to be stored in separate databases. All year-ends will now be stored on the CRS History database
- Career & Performance Management Module revamp
- Equity Module Revamp

Solution Overview

This month our focus is on CRS Analytics, our superior reporting tool at the click of a mouse. We understand that in today's business world, Managers want to make decisions quickly. CRS Analytics is a tool that gives you instant, up to date views of your business and the profile of your most important asset, your people. Please contact us on info@crs.co.za if you would like additional info or a consultant to contact you to discuss this in further detail.

CRS Technologies empowers human resource practitioners with DIY solution release

CRS Technologies has released a solution that further advances the dynamics of employee and management self-service targeting HR requirements within the modern workplace.

CRS DIY enables employees to access their data and update information as required – but also allows employers to view and update employee data. The system falls in line with CRS Technologies' high level technical criteria, skills sets and value add in terms of market experience and knowledge of the local market.

As one of the premier brands within the CRS Technologies system portfolio, CRS DIY is constructed on a modular approach. The Base Module forms the core of the CRS System and contains all the functions and information that are common amongst the defined modules. In turn, each module shares the data in the base module to complete the integrated Human Resource Management Cycle.

Its functionality includes providing the user with the ability to view current and historical payslips, submit and manage leave applications, initiate training updates and manage enquiries, apply for training and structure packages.

“This is not simply another human resources-focused technical solution being released into the market,” explains Dave Philp, Operations Director, CRS Technologies. “We have introduced an online-based system that automatically and effectively enables full control over applications, paper-free administration of the leave process, amongst other key functionality. The solution is designed for easy integration and minimal training so that organisations can immediately benefit without having to experience downtime. It addresses corporate requirements for expediency, cost efficiency and productivity.”

CRS DIY provides for additional functionality that enables the user to view balances and history, workflow to automate processes, escalation of unapproved leave, planning calendars and ability to populate to Outlook. “So, practically an employee is able to initiate a leave application via email. This email is generated to the manager, who then either approves or declines the application. The CRS system then updates the status instantly,” adds Philp.

For more information, click through to www.crs.co.za



QUICK Q & A

Celeste Oelofse, Administration and Financial Manager at CRS.

Business: What is the major trend you are seeing in your industry?

With more applications being integrated, there is less room for error.

Personal: What do you love the most about your job?

Balancing figures, control accounts, seeing it all come together at month end and preparing management accounts gives me a kick which only another accountant will and could understand.

Who have been the major influences in your life and why?

Major influences have been family, colleagues and close friends.

What is your favourite personal quote?

Do not look backwards, forward or sideways – only Upwards.



CRS Analytics tool is picture perfect for HR-focused, progressive companies

Dealing with detail in HR is what separates competitors within the modern business framework

CRS has developed a Human Resource tool called CRS Analytics to help users maintain control over HR growth and the strategic application of this resource within business. In today's marketplace differential success is measured by the pace and accuracy with which a competitor is able to make decisions, execute strategies and utilise resources. This is the viewpoint taken by executive management representing CRS Technologies and the rationale behind the launch of CRS Analytics.

The solution offers up an instant, up-to-date view of the business and profile of people. In depth data analysis covers all relevant details of employees – from date of appointment, annual leave and sick leave records right through to bonus structures and much more. The benefits of the solution include the elimination of paper-based reports, being able to respond proactively to change with a strong 'what if' analysis component, as well as real-time data, access to historical information and uncomplicated user interfaces.

“It is no secret that human resource development and human capital management represents the next frontier of modern business administration and strategic management. As an established provider of technology services and support within this flourishing market, we have developed and introduced a solution that empowers users and helps them maintain a comprehensive picture of the organisation. It presents users with a level of reporting functionality that helps ensure management is always on top of developments and the impact these have on the business,” comments Dave Philp, Operations Director, CRS Technologies.

James McKerrell adds that the solution reflects the company's market knowledge and expertise in human resource infrastructure and its ongoing application across numerous sectors and industries.

“Our solutions are flexible in that users can select which modules to integrate and they also have the peace of mind that the technology complies with the latest regulation and backed up by long term support services. This includes training, statutory maintenance and product enhancements,” says McKerrell. “We are proud to introduce this offering to the market and believe it will make a significant and lasting difference to our expanding client base.”

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CRS HR & Payroll:

http://www.linkedin.com/profile?viewProfile=&key=61202981&locale=en_US&trk=tab_pro



CRS HR & Payroll:

<http://www.facebook.com/business/dashboard/#/pages/Rivonia/CRS-HR-Payroll/182076029389>

facebook

CRShrandpayroll:

<https://twitter.com/CRShrandpayroll>



CRS Training Calendar for 2010



Courses offered by our experts

We offer regular training on all the Modules available within the CRS Solution. Our Training Facilitators offer professional training in small, interactive groups, and are all experienced Consultants on the various CRS Modules. Training is available at all our Regional Offices. Please note that training as from 1/3/2010 is R1300.00 per day!

HR & PAYROLL SOLUTIONS

constantly raising standards

Course	Duration	Gauteng	Western Cape
Payroll Operations Module	2 Days	15 - 16 April 2010 04 - 05 May 2010 01 - 02 June 2010 01 - 02 July 2010 03 - 04 August 2010	22 - 23 April 2010 04 - 05 May 2010 01 - 02 June 2010 01 - 02 July 2010 03 - 04 August 2010
Parameters Module	2 Days	29 - 30 April 2010 On Request	12 - 13 April 2010 On Request
Leave Module	1 Day	29 April 2010 11 May 2010 08 June 2010 06 July 2010 10 August 2010	28 April 2010 11 May 2010 08 June 2010 06 July 2010 10 August 2010
Report Writer Module	2 Days	19 - 20 April 2010 27 May 2010 30 June 2010 29 July 2010 26 August 2010	08 - 09 April 2010 27 May 2010 30 June 2010 29 July 2010 26 August 2010
Equity Module	1 Day	09 April 2010 19 May 2010 16 June 2010 21 July 2010 17 August 2010	15 April 2010 19 May 2010 16 June 2010 21 July 2010 17 August 2010
Employee Relations Module	1 Day	21 April 2010 12 May 2010 23 June 2010 14 July 2010 24 August 2010	05 April 2010 12 May 2010 23 June 2010 14 July 2010 24 August 2010
Safety Module	1 Day	06 April 2010 20 May 2010 17 June 2010 22 July 2010 18 August 2010	14 April 2010 20 May 2010 17 June 2010 22 July 2010 18 August 2010
Wellness Module	1 Day	26 April 2010 13 May 2010 24 June 2010 15 July 2010 25 August 2010	26 April 2010 13 May 2010 24 June 2010 15 July 2010 25 August 2010

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