



BENEFIT ACCRUALS & ADMINISTRATION

Eliminate error-prone, time-consuming, manual accrual calculations and implement benefit automation

- Automatically calculate time off balances such as vacation, personal and sick time.
- Automatically update employee accrual balances.
- Monitor an employee's use of leave balances.
- Maintain an audit log of posted accruals and debits.
- Help ensure compliance with FMLA regulations.
- Accommodate a wide variety of methods of accruing leave time, including based on company policies like seniority, entitlement, hours worked and more.
- Schedule future leave requests and see pending balances in real-time.
- Restrict the number of leave hours that may be carried over from one time period to the next.

The Benefit Accruals & Administration Module allows you to track and manage all types of leave, all in one place, automatically. It streamlines the entire leave management process from accrual calculations, leave request processing, to granting requests, the system can provide visibility into trends and patterns that help reduce the abuse of leave benefits.

Plus, maintain compliance with FMLA and other federal, state and union mandates. Provide automated supervision and tracking of paid and unpaid leave policies. Identify absence trends and manage them proactively to make better decisions about employee planning, coverage and reviews.

Ensure leave is administered fairly, consistently and automatically across all facets of the organization thanks to automatic balance calculations. Configure rules that automatically update balances as requests and are approved as time is earned or accrued.

Capable of integrating with time and labor calculations, scheduling and other attendance functions, this module provides complete workforce management to avoid re-keying data to facilitate complex/or repetitive calculations.

Better understand, enforce and manage your employee benefits with the Benefit Accruals & Administration Module.