

HR Lifecycle Management: It's not just payroll anymore.



The easy way to manage your greatest asset
PAYROLL SOLUTIONS AND BEYOND

The HR department's scope of responsibility has grown tremendously. Today, HR executives must be the first hand on and last hand off all forms of corporate change. Whether it is opening a new regional office, managing a merger, adapting to a regulatory change, or bolstering employee motivation, HR must see, manage, and communicate the change.

Easy Pay Enterprise helps you step up to the challenge. Just like the HR Departments it serves, Easy Pay's scope has grown with the times. For 20 years, Easy Pay has helped payroll managers process payroll easily, accurately, and securely. Today, Easy Pay Enterprise (EPE), builds on its payroll roots to offer HR executives the power needed to meet all the challenges HR departments face in the new work environment.

HR is much more than just getting the payroll out... and EPE is now more than just the best payroll software in Asia.

HR Management in Asia: The Challenges

Multi-Country

Every country in Asia presents different labour law, tax code, cultural, linguistic, business practice, and national or religious custom requirements. Other department managers can focus on their individual process disciplines, but the HR manager has to address each country's unique challenges to get it done accurately, legally, and to everyone's satisfaction in each country. **Is your payroll system part of the problem or part of your solution?**

Shared Services

There is a growing trend amongst MNCs to consolidate HR services for the region in one location. Consolidated payroll, including leave and claims, is the holy grail of shared HR services. Bringing it all together requires mature process, fluid communications, and centralized knowledge management. **Do you want the scalability and flexibility to consolidate?**

Integration

The payroll function is the conduit between Finance and HR. Many companies have invested in sophisticated financial management systems and well documented HR processes, but are still held back by their primitive and stand-alone payroll systems. This makes integrating data between the Finance and Payroll systems tedious, error prone, and often neglected. Rather than rolling payroll data up to the appropriate cost centres in the appropriate allocation, payroll data is often entered as one line item on the general ledger. This makes trend analysis, departmental P&L and project costing very difficult. Similarly, payroll impacting events such as new hire, terminations, and promotions are often managed in an HR system that is not directly linked to the payroll system. This leads to errors, wasted effort, and even vulnerability to fraud. **Do you want your payroll system to be synchronized with your HR processes?**

Governance

Corporate governance has always been senior management's greatest responsibility, but the stakes and degree of scrutiny are greater today than ever. Failures in corporate governance can destroy corporate credibility and personal careers. The payroll process can be critically vulnerable to both corruption and honest error is not properly automated and managed. **Is your reputation and company protected by a secure, auditable payroll system?**

Budget

As important as HR is to both the day-to-day operations and long-term success of any corporation, the HR department, like many cost centres, is often asked to make do with minimal budgets, even while the scope and complexity of HR's responsibilities increase. **Do you need a system that can grow with your needs while staying within your budget?**

With EPE, you can meet the challenges.

Support the region. Easy Pay is compliant with regulatory requirements in Brunei, Hong Kong, Indonesia, Malaysia, Philippines, and Singapore, with 3 additional country-compliant versions coming soon. This enables our customers to manage payroll for multiple countries from one location or to use the same solution deployed across the region to manage payroll consistently, with uniform reports and standardized processes.

Consolidate and share. EPE's tightly integrated Leave and HR modules enable our customers to also manage non-payroll HR processes centrally. Easy Pay Enterprise's web-based interface for employees enables HR managers in one country to manage leave, claims, appraisals, training, skills management and other processes across the region.

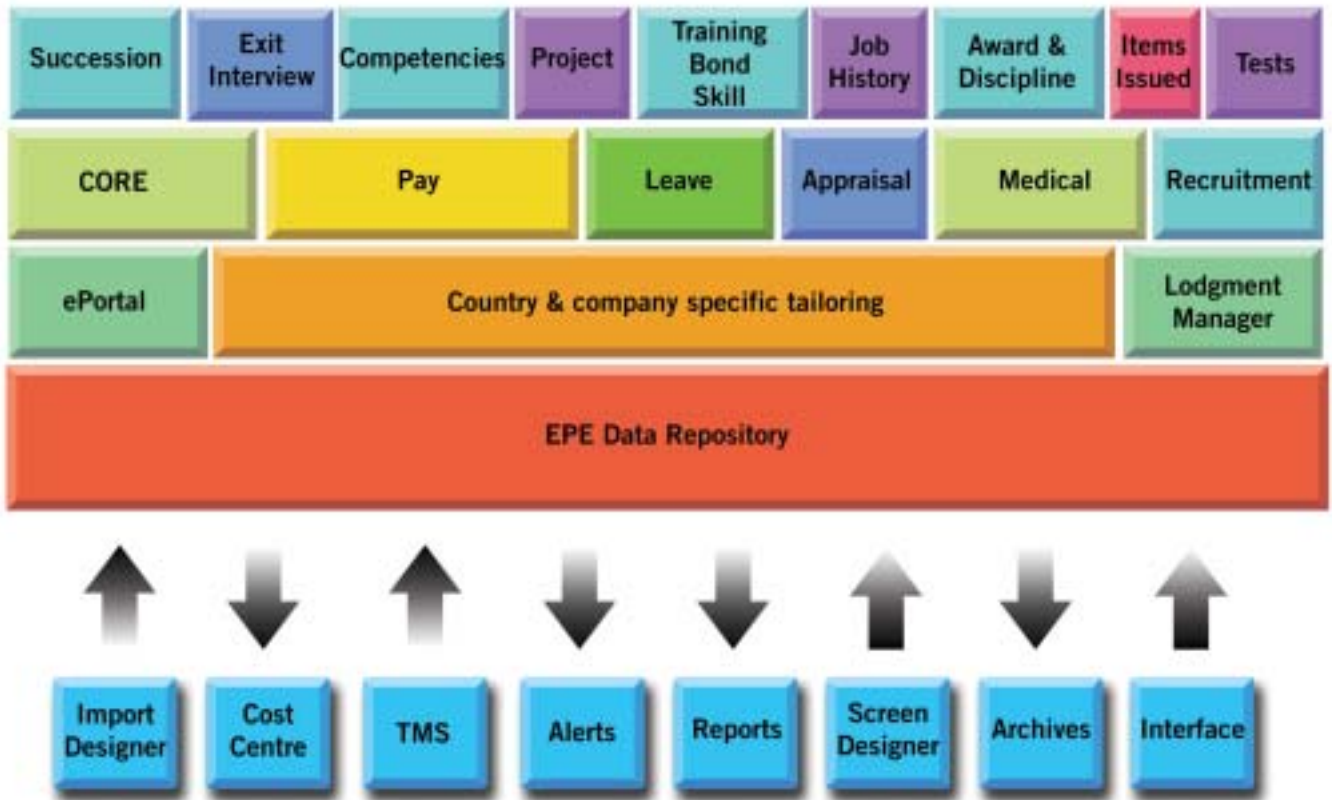
Integrate the entire process. EPE's Import Designer and Cost Centre modules enable tight integration with any third party general ledger or HR application. Import employee personal details, post payroll data with flexible allocations across any chart of accounts. Analyse variable pay trends. Provide true project costing data to your line managers. EPE also connects directly to multiple government agencies and bank cash management systems to overcome the final barrier to e-banking/e-government strategies. Adding our ePay Slips option to the system enables you to put the finishing touch on a paperless and insecure temporary fileless payroll process.

Security guaranteed. EPE's provides 128-bit encrypted SSL connections for e-banking, granular security rights settings, and stores data in a secure SQL database. This design enables HR managers to meet the most stringent of corporate governance requirements.

No, it is not expensive. EPE is priced with the Asian HR budget in mind. Our entire solution often costs less than just the hardware necessary to run the large ERP products. We offer perpetual licensing and utility based rental models to meet the needs of all budgets and business models.



EPE's modular design enables customer to pick and choose just the capabilities they require. The EPE Suite consists of the following modules:



With EPE's modular design, you can solve HR process problems individually or concurrent, based on your priorities and preferences.



Creative Software Pte Ltd is the leading enterprise software developer in South East Asia. We offer a broad range of products and solutions, each of which enable our customers to manage specific business processes more profitably. Since 1984, Creative has earned the trust of over 10,000 HR professionals across Asia Pacific with its award-winning line of payroll management, HR, accounting, fixed asset management, and employee self-service solutions. Today, Creative's portfolio of offerings includes Easy Pay, the payroll standard in SE Asia, as well as solutions for our customers' finance, HR, marketing and IT requirements. Creative is a Singapore headquartered, financially sound, privately held, and independently financed enterprise with a pan-Asian strategic focus.



Creative Software

Let our consultants help you succeed in managing your most valuable asset with EPE. Today.

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