ABSENCE MANAGEMENT SOFTWARE SOLUTIONS

AbsenceSoft
http://www.absencesoft.com/

AbsenceTracker is a cloud based leave management Software as a Service solution, designed to efficiently and compliantly manage FMLA and Leave of Absence programs. AbsenceTracker™ is a Human Resources Software that is easy to implement, intuitive to use, designed to be compliant and as secure as Fort Knox.

Employees are the heart of a company. They are also human, and at some point they will need to take time off from their job to manage personal affairs, which is at the heart of the FMLA. The result is a wildly complex and ever changing landscape of rules and laws that can be difficult to navigate. Managing that process efficiently, while also maintaining productivity and positive ROI is essential. AbsenceTracker is the FMLA Tracking Software solution that we’ve been looking for.

Key Benefits

- Easy-to-Use: We built AbsenceTracker with end user in mind. The result is a ridiculously intuitive user interface. We want you to be able to do your job efficiently and effectively with a smile on your face.
- Efficient: Will reduce the time it takes for you to manage leaves.
- Cost Effective: Price is set to be affordable for companies of any size.
- Compliant: Compliance is not a goal, it is a requirement. We constantly monitor all federal and state regulations so you don’t have to.
- Performance: Extremely fast, flexible, and responsive to customer needs.
- Cloud Based: So you have access to your data anytime through your laptop, phone or tablet.
- Administratively Effective: Manages entire leave process from the employee request through return to work.

Key Features

- Provides compliance for FMLA and all State Leave Laws
- Provides compliance for all Federal and State Military Leaves
- Concurrently tracks company policies
- Calculates leave eligibility and entitlement
- Provides real-time calculation of time used and time remaining
- Automates workflow, tasks and reminders
- Automates all packets and communications
- Stores all correspondence and documentation electronically
- Easy entry and upload of employee data
Kronos

Two products:
1. Workforce Absence Manager
2. iSeries Absence Management

Employee Absence Tracker and Enforcer – Kronos® Workforce Absence Manager™ features the capabilities of an advanced employee absence tracker. Control the impact of employee absences with:

Complete automation and enforcement of absence-related policies related to:
- Time-off and accruals rules
- Federal, state, and company leave requirements
- Organizational attendance policies

Automated eligibility determination for paid and unpaid leave types such as:
- Vacation
- Sick time
- FMLA

Automated alerts that flag action items such as:
- Attendance policy violations
- Potential FMLA cases
- Employee time-off requests

Automated document generation including:
- FMLA-related medical certification forms
- Customizable disciplinary action letter templates

On-demand workforce attendance reporting to highlight absence trends and patterns. These Workforce Absence Manager features make short work of controlling labor costs associated with absences. Minimizing compliance risk. And improving workforce productivity. See how award-winning customer services from Kronos are there for you every step of the way, before and after implementation.
Absence & Leave Management Software

Comply with leave regulations & reduce labor costs – Manage every aspect of employee leaves, including national, state/provincial, union, and corporate policies, in a single tool. EmpCenter Absence Compliance Tracker (ACT) is a complete leave management software solution, with features that help you:

- **Simplify determinations** by following a simple questionnaire that shows exactly which laws and policies apply to a leave request
- **Streamline case management** with the help of case steps, due dates, and documents, all stored in one secure location
- **Keep current with changing laws** through a unique regulatory update service that covers the FMLA in the United States, as well as hundreds of other leave types
- **Improve communications** about absence management, fostering a more transparent, positive, and employee-centric culture

EmpCenter ACT, part of our comprehensive suite of workforce management tools, automates case management from the initial request to the employee’s return to work, reducing the administrative burden and streamlining the process for your organization. Compliance with national and state/provincial laws is automated at each step along the way, eliminating one of the most common headaches for HR departments—-and dramatically reducing organizational risk.

An easy-to-use employee absence tracker, EmpCenter ACT delivers a wide range of benefits:
Streamline and simplify compliance – Federal regulations such as the U.S. Family and Medical Leave Act (FMLA), as well as geo-specific state/provincial laws and corporate and union policies, often have overlapping eligibility rules, accruals, and notice requirements. These nuances increase absence management complexity and administration, particularly for employers operating in multiple geographies. ACT’s broad and deep coverage of these regulations allows your organization to automate laws and policies in a single solution—simplifying compliance and reducing costs, while also freeing your HR team to focus on higher priority responsibilities.

Centralize hundreds of absence laws – FMLA software isn’t enough. In the U.S. alone, there are over 400 state-specific leave laws—on top of federal regulations—and the list is growing. Canadian employers face a similar picture, with distinct labor regulations in each province and territory. To help employers keep pace with legislative changes, ACT leave management software offers a unique regulatory update service that dramatically eases the process of adapting to new or amended regulations. Subscribers receive ongoing updates to ACT’s rules based on changes to the covered laws, eliminating concerns about being out of compliance each time a new rule goes into effect.

Reduce absence-related costs – HR departments often err on the side of caution when they’re unable to confidently determine eligibility—leading to excessive and unearned time off. ACT employee absence tracker eliminates this uncertainty and standardizes leave type determination. Employees (or HR administrators) need only answer a brief online questionnaire. ACT then compares the answers to its regulatory database and provides clear, consistent, fact-based guidance. ACT’s case management workflows simplify communication and document management, as well, and automatically alerts all parties of upcoming or overdue tasks—which is especially helpful for organizations with hundreds of open cases.

Manage employee return-to-work schedules – Our robust leave management software also includes return-to-work guidelines to help HR plan fair, realistic return schedules. With descriptions of illnesses and injuries—including known causes, established treatments, duration factors, and medical codes—ACT’s medical guidelines help HR plan ahead more effectively and maintain productivity while employees are out. A comprehensive and secure workflow also ensures that the right documents and forms, such as medical certifications, are transmitted electronically—and securely—between the employee and HR.

Automate intermittent and reduced-schedule leave – Numerous regulations allow employees to take leave intermittently or through a reduced schedule, and this is among the largest administrative challenges for heavily burdened managers and HR teams. A sophisticated employee absence tracker, ACT records all intermittent leave hours with precision and provides real-time reporting around how those absences affect the employee’s accrual balances and work schedule. As leave management software, ACT automates these processes, simplifies leave management, and allows HR professionals to focus on employees’ needs.

Improve the employee experience – Many employees complain that the absence management experience is cumbersome and confusing. They’re not sure how to formally request leave, how much time they are legally allowed to take, or even when they must return to work. ACT improves the experience for everyone involved, creating greater transparency between the employee and the manager while also maintaining a documented paper trail throughout the process—dramatically reducing the potential for miscommunication around employee leaves.
A complete absence management software solution, EmpCenter ACT can be integrated with your existing time and attendance and scheduling systems or delivered as part of a total workforce management system. To learn more about how ACT can streamline leave management for your organization, watch “The ROI of Leave Automation,” an on-demand webinar packed with tips for getting the most out of your investment.