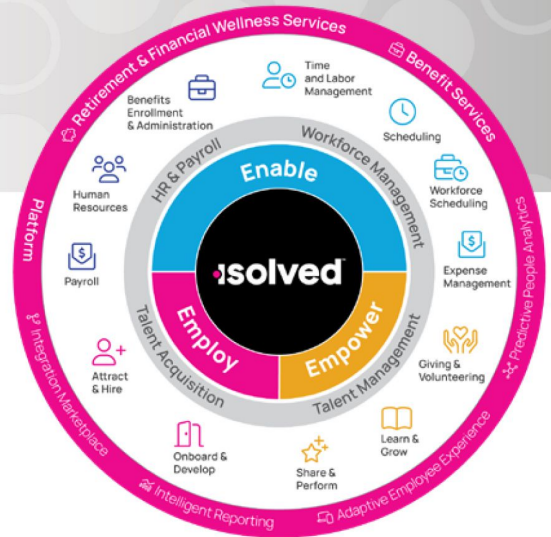# The HumanResource
Consulting Group

isolved People Cloud Checklist

isolved People Cloud is an intelligently connected human capital management system that enables HR teams to manage the employee journey across talent management, HR & payroll, benefits, workforce management and engagement management functions.

Does your current HR/HCM software offer all that we can deliver? Use this checklist to find out.

HR & Payroll

Payroll

- [ ] Employee Self-Service
- [ ] Direct Deposit
- [ ] Pay cards
- [ ] Garnishments
- [ ] Labor and General Ledger (GL)
- [ ] Percent Distribution
- [ ] Local, State, and Federal Tax Filing
- [ ] Quarterly and Year-end Filing (W-2)
- [ ] OnDemand Pay

Human Resources

- [ ] Salary & Job History
- [ ] Certification tracking
- [ ] Skills, Education and Training tracking
- [ ] Audit & compliance
- [ ] Document Management

Benefits Enrollment & Administration

- [ ] Deferred Comp (401k, 403b, etc.)
- [ ] 1094/1095c Production
- [ ] Accrual Management
- [ ] Benefit Cost Analysis
- [ ] ACA Compliance
- [ ] COBRA Management
- [ ] Benefit Management (Open Enrollment)
- [ ] Life Events
- [ ] FSA, HRA, Transit, Parking, Tuition, and Lifesyle
- [ ] HSA
- [ ] Carrier Connections

Talent Acquisition

Attract & Hire

- [ ] Recruiting
- [ ] Requisition process
- [ ] Job ad writing
- [ ] Job questions
- [ ] Auto disqualify
- [ ] Job posting
- [ ] Company career page
- [ ] Employee referrals
- [ ] Text to apply
- [ ] Job alerts
- [ ] Assessments

- [ ] Interview guides
- [ ] Skills test
- [ ] Video interviews
- [ ] Calendar integration
- [ ] Offer Letters
- [ ] Reference Checks
- [ ] Background checks/ drug screening
- [ ] Custom tags
- [ ] Reports/dashboards/analytics
- [ ] Candidate Ranking

Onboard & Develop

- [ ] Custom messaging
- [ ] Fillable forms
- [ ] Employee acknowledgements
- [ ] Custom links
- [ ] Compliance
- [ ] Workflow automation
- [ ] Pending employee dashboard
- [ ] Configurable Onboarding & Offboarding
- [ ] e-Verify
- [ ] WOTC

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Workforce Management

Time & Labor Management

- Time Tracking
- Shift Configuration
- Assign Shifts
- Default/Pattern Scheduling
- Alerts
- Time Off Requests
- Adjustments
- Meal & Break Configuration
- Rounding Rules
- Holidays
- Verification Workflow
- Punch Notes/Attestation
- Occurrence Tracking

- Configurable Allocation Rules
- Job Tracking
- PBJ Reporitng
- Reporting/Dashboards/Analytics
- Team Calendar
- Schedule Notifications
- Geofencing
- Time Clocks/Virtual Clock
- Mobile Punching
- Group Punching
- Submit Missing Punch

Scheduling

- Shift Eligibility
- Auto Hour Labor Allocations
- On Call Shifts
- Scheduler Alerts
- Shift Request/Coverage
    Request/Shift Swap
- Coverage Dashboard
- Employee Unavailability

Workforce Scheduling

- Staff Count Types
- Staffing Rules
- Staffing Summary
- Schedule by Shift
- Open Shifts
- Notifications to Fill Open Shifts

Expense Management

- Expense Tracking
- Employee Entry
- Delegate Entry
- Admin Entry
- Payroll Reimbursement
- Copy Expense
- Business Purpose Tracking
- Mileage Tracking/Calculations
- Per Diem Tracking/Calculations
- Customizable Fields
- Customizable Business
    Purpose Types
- Multiple Policy Tracking

- Multi-level Approval Processing
- Email Alerts
- Expense Limit Notifications
- Non Reimbursible
    Expense Tracking
- IRS Category Tracking
- Expense Importing
- Reporting/Dashboards/Analytics
- Optical Character
    Recognition (OCR)

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Talent Management

☐ **Share & Perform**	☐ **Learn & Grow**	☐ **Giving & Volunteering**

☐ Employee Surveys
☐ Collaboration
☐ Rewards & Recognition
☐ Goal Setting
☐ Performance Reviews
☐ 360 Review
☐ 9-Box
☐ Feedback
☐ Intranet
☐ Employee Portal

☐ LMS
☐ SCORM Compliant
☐ Content Marketplace
☐ Social Learning
☐ Gamification
☐ Training Identification and Nuturing

☐ Company Match
☐ Volunteer
☐ Automated Payroll Donations

Platform

☐ **Conversational Virtual Assistant**	☐ **Predictive People Analytics**	☐ **Employee Marketplace**

☐ **Adaptive Employee Experience**	☐ **Intelligent Reporting**

☐ Any Device/Anywhere/Anytime
☐ Employee Self Service
☐ Manager/Supervisor Self Service

☐ On-Demand Reports
☐ Report Writer

Missing some features or want to learn more about how isolved People Cloud can meet your HR needs?

Contact us at 203.881.1755 or visit hr-consulting-group.com today.