



EVERYTHING HR

POWERED BY EL SHADDAI CONSULTING



Everything HR is a cloud-based human resource management system that will equip you with all the human resource essential tools you need to “Hire to Drive Business”. Today’s recruits and employees demand that employers have technology that will support them from recruitment to retirement. Everything HR is designed to assist you with all the tasks you should be doing and simplify the tasks you should not be doing.

Everything HR has a self-serve portal that will allow employees to update their personal information, tax withholding, track and request PTO, pay stubs, w-2’s, benefits, sign-up for training, assessments, access employee handbook and more. Best of all you will be able to track absenteeism on your attendance dashboard.

Recruits can upload their resumes, assessments, schedule an interview, track the recruitment process, and easily convert to an employee to complete their onboarding.

Everything HR is an affordable cloud-based human resource management system

Plan	Monthly Price (Paid Annually)	Monthly Price (Paid Monthly)
Under 25 Employees	\$39.99	\$44.99
26-50 Employees	\$59.99	\$64.99
51-75 Employees	\$79.99	\$84.99
76-100 Employees	\$99.99	\$104.99
Above 101 Employees	\$1.00 per employee	\$1.25 per employee

Contact us today at (586) 461-1400 to schedule a demo

Compliance Management

Federal, State, and Local employment laws are complex, often conflicting, and at times counter-intuitive. Violations, unintentional as they may be, lead to lawsuits, fines, bad publicity, loss of talent, employee dissatisfaction, and lost business. Mitigating those risks is a key measure of success for the Human Resource function. Our employee module offers powerful and comprehensive Human Resource capabilities; providing the functionality you need to tackle the most challenging HR issues. This feature-rich HR module includes full benefits administration, job history, compensation management, EEOC reports in addition to other core data. Rest assured; you won't find another package that's easier to use. Your employee data can be easily imported from a spreadsheet or CSV file.

Key Features

Cobra Administration	Employment History
Compensation & Salary Management	Import employees from a spreadsheet or CSV file
Complete benefits management (FMLA)	Includes Reports/Graphs
Detailed employee information – EEOC Information	Military Experience
Education & Licenses	Previous Employers
Email reminders	Unlimited file attachments
Emergency contact information	W-4 & I9

Performance Appraisal

Create professional-quality reviews in minutes. Employee appraisals made easy and painless for managers with 1000's of pre-written sentences that have passed legal review. Our employee performance evaluation form is flexible and customizable to match to your corporate policies. Invite employees to participate in self-reviews or 360 Reviews. Create unlimited Review templates.

Key Features

Add/Edit Job Descriptions	Self-calculating rating score
Customizable categories – Save as templates	Spell checker
Customizable Ratings	Unlimited File Attachments
Email as PDF	Weighted Averages
Email reminders	360 Reviews
Employee self-review	1000's of pre-written legal sentences
Includes Reports/Graphs	Access to Myers-Briggs and Booth Assessments

Attendance Management

Take control of absenteeism and the associated costs. A comprehensive solution that accounts for the many types of employee absences, from vacations to sick, FMLA to comp time. Create unlimited accrual plans that will calculate attendance balances automatically based on your organizational policies. Built in attendance approval system that automatically generates emails and has a smartphone-friendly interface for requesting time off.

Key Features

Color coded attendance types	Employees can request time off or check their balances directly
Define your organization's Holiday schedule	Overview tab that provides a summary of all attendance totals
Email reminders	Table view for individual records of each attendance type
Insert File Attachments	Unlimited accrual types
Includes Reports/Graphs	Smartphone friendly EZ mode that allows employees to request time off

Payroll

With Everything HR's time tracking and scheduling option, employees can clock in / out from a computer, cell phone, or ZK brand Time Clock. You can easily schedule shifts with a click of the mouse. The time tracking option combined with the existing PTO / Leave tracking in Everything HR provides your organization with a comprehensive time and attendance process.

Key Features

Ability to lock timesheet entries	Detail and summary reporting
Calculate hours worked by employees	Quickly schedule shifts with a click of the mouse
Calculate overtime automatically	Eliminate buddy punch-in
Can have employees automatically clocked out and have meals deducted	Integrates with any ZK brand Biometric (Facial and/or Fingerprint) Time Clock
Create one-time or re-occurring shifts	Grace period for clocking in or out
Customize accrual plans to calculate PTO earnings based on hours worked	Restrict employee clock-ins by geographic location and IP Address
Custom exports to allow better imports into payroll systems like ADP	Sync with QuickBooks

Employee Goals

An effective goals management solution that lays-out clear cut responsibilities for each employee; giving your managers the ability to create, communicate, and monitor the progress for goals during any period of time. It provides your organization with a powerful tool to help develop your critical talent all year round.

Key Features

Communicate with employee during each phase	Track individual employee goals
Email as PDF	Track ongoing progress
Email reminders	Unlimited File Attachments
Includes Reports	Access to over 200 Virtual Courses

Employee Behavior

Everything HR includes modules for tracking employee activities and behavior. You can track employee training history, training costs, and get reminded when employees are scheduled for training. You can track employee incidents allowing you to document employee issues such as excessive absenteeism, customer complaints, work accidents, and much more. Creates an incident report that can be signed by employees and managers. Track employee accomplishments such as customer compliments, awards, exceeding expectations on a project, and much more. Print out an award that can be presented to employees.

Key Features

Access to HR Experts for advice	Keep records of employee behavior
Document upload	Reports and graphs
Record accidents and create accident report	Unlimited note text
Document all incidents; verbal, written, warnings and terminations	Track awards and accomplishments

Everything HR News

Everything HR News will provide business owners, and managers with the latest employment law news and emerging workplace trends.

Key Features

Received the latest HR news from Employment Attorneys, Immigration Attorneys, and HR professionals.

Training Management

To ensure that businesses can realize a positive return on their training and development initiatives, keeping operating costs down is essential, and ELSC is eager to partner with your organization to make it happen. We know how important it is to attract and retain knowledgeable and skillful employees, and therefore, we have over 200 courses (training courses are sold separately) that will help you keep your employees technically advanced.

Key Features

Class lists	Grades, Credits, Prerequisites
Class reservations	Track training costs
Enrollment for employees	Training schedules

Recruitment Management

Today's recruits expect employers to have technology that will service them from recruitment to retirement, and our feature rich recruitment solution can be used for any organization. Everything HR allows you and your team to quickly locate, track and manage your best applicants for each open position. Track key candidates through each stage of the hiring process, making your recruitment process easier than ever. Post jobs that applicants can view within your career center. Includes an **Applicant Interface** that allows applicants to apply for jobs directly.

Key Features

Applicants can upload resumes and complete applications directly	Post Jobs in your career center that can be seen by potential applicants
Detailed search ability	Insert File Attachments
Track potential hires	Includes Reports/Graphs
Document each interview	Online Onboarding
Document each reference interview	Convert to employee - creates their employee record automatically

Document Management

Helps you become more organized. Quickly retrieve all your important files from one location. Create your own custom library for your organization.

Key Features

Create or Rename document categories for storing additional file types	Store files of any type (Document, Spreadsheet, PowerPoint, etc.)
Easily organize your files	Files are stored in the cloud for safekeeping

Security

Control who has the ability to Edit, Add, Delete, or access reports within any given module. Set security levels for each employee and manager to only view employees that report to them while providing an overview for senior management. Include or exclude specific access to any given module.

Key Features

Administrator views	Password protected
Employee views	Tiered level security
Manager views	Monitored security
Supervisor views	Restrict Add, Edit, or Delete permission from any module