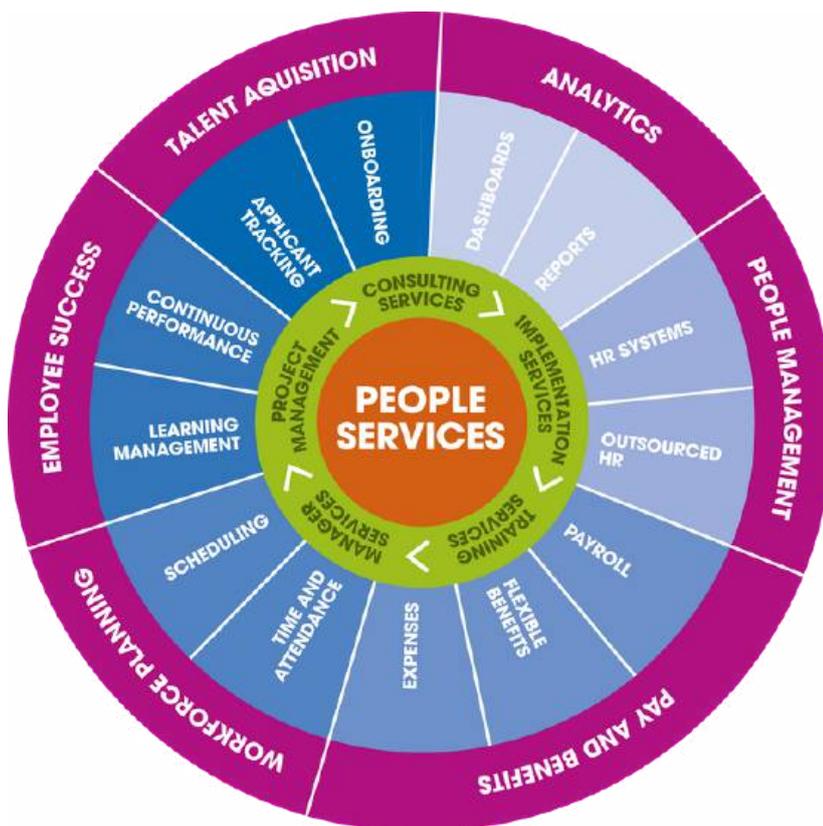


Complementary HR Solutions & Services



Extending the reach of your HRIS by adopting complementary systems and services, provides you with that much needed additional functionality for managing your people successfully.



Tugela People help companies to achieve their business goals with people-centric, cloud-based solutions. As well as core HR Systems consultancy services and offerings, we provide integrated solutions for HR-related systems, including Payroll, Learning Management Systems and Time & Attendance. We also offer an extensive range of support services, to ensure that our clients meet their people and company needs, whilst maximising the return on investment, now and into the future.

Tugela People partner with best of breed vendors that offer these vital systems. Through our integration and HR Automation services, we can provide you with a seamless solution for your organisation's people-centric needs.

HRIS

The Sage People HR System enables mid-sized organisations, with 200 – 5000 employees, to become people-centric, transforming how they recruit, manage and engage their people.

Sage People is particularly suited to mid-sized international organisations or growing SME's that have multi-country requirements. It is a good fit for high growth companies that have multiple sites and complex HR affairs.

Built on the world's leading enterprise cloud platform, Salesforce App Cloud, Sage People covers all your core HR needs, such as people management, compensation, benefits and time management but also includes talent acquisition, talent management and HR planning.

Sage People can support both local and global implementations with multi-lingual and multi-currency implementations. It is a robust system that can be implemented quickly, is simple to use and can increase productivity and reduce HR operational costs with a real-time data dashboard.

As HR System specialists, Tugela People bridge the gaps between technology, people and processes; and also offers Sage People integration, project management and training. We also provide post-launch implementation support through our dedicated, experienced and friendly Managed Services team.



HR Automation

Make (formerly Integromat) lets you design, build, and automate anything - from tasks and workflows to apps and systems - in a few clicks and is trusted by thousands of fast-scaling organisations around the globe.

- **Automate your work.** Build something new: Drag and drop apps to automate existing workflows or build new complex processes. Solve problems across all areas and teams.
- **Connect all your apps.** Fast and easy: Integrate all your tools and manage your processes in one single platform.

Choose from thousands of ready-made app integrations or connect to any online app with their powerful no-code tools.

The Make platform is a launchpad for unlimited solutions across all industries and business functions, putting the power of solution making into the hands of anyone, thereby giving them the freedom to innovate at the speed of their ideas.

Four Key features:

- Make provides unprecedented insight into the status of all of your automations at all times with live-stream execution details.
- Make responds in near real-time to high-volume inbound requests from other applications with parallel webhook executions
- Make includes key capabilities to automate your automation platform to meet your most outlandish needs with our public API
- Make also includes key improvements to the usability of their platform to enable you to move faster with proficiency and accuracy while building automation.

Make operate in a global market, with users and partners in over 191 countries.



Payroll

Enjoy easy-to-use software, automated calculations, and workflows, and get support from a team of dedicated experts.

The Moorepay Payroll Solution is a secure, cloud-based payroll system that provides everything you need to manage your payroll processing anytime, on any device.

Having your payroll and HR systems "speak" to each other is a must! Not only does it save time and avoid duplication, it also ensures that processes are streamlined and administrative costs and errors are drastically reduced.

The Moorepay Payroll Solution can be easily integrated with your existing HR systems to create more efficient workflows. Tugela People provides a complete HR System automation service to integrate the Moorepay Payroll Solution with your current HR System.



Psychometric Assessments

Find the right person for every position and deliver a captivating digital candidate experience.

SOVA assessments, a fully customisable personality and ability assessments tool, is a scientifically robust, digitally delivered platform and enables you to make accurate and fair data-driven decisions. SOVA apply AI ethically and intelligently so that decisions are based on science and powered by technology.

Organisational agility is crucial, and SOVA will help you find and nurture the people you need by providing you with the tools to analyse assessment outcomes across cycles, timeframes and teams. It gives a future-focused view of people and potential, for recruitment and development, for every role, at every career stage, at every level.

By integrating SOVA with your ATS, you can create a seamless assessment process.

Talent Management System

Train your people. Measure results. Drive growth.

TalentLMS - the e-Learning platform built for success
Easy to learn. Easy to use. Easy to like. Highly rated

- Build: Create courses easily
- Organise: Keep learners on track
- Customise: Design every detail
- Deliver: Meet and connect
- Scale: Reach everyone with one account

TalentLMS has an adaptable pricing model and offers a free ongoing trial, so you can try it out with no risk. The best part is that if you decide to adopt the solution, any work you've done on the system will still be available.

Additionally, as part of the free trial, you can also have 14-days complimentary access to TalentLibrary (a collection of ready-made courses with a focus on soft skills, created by TalentLMS).



Global Pre-employment Checks & Screening

The trend toward remote and hybrid approaches within the workplace makes it even more critical to know who our employees are and that their qualifications and experience are valid.

Tugela People has established a relationship with leading pre-employment check provider Sterling Background Checks to help our clients ensure that their recruitment of new colleagues is as thorough as it needs to be.

Sterling background and identity solutions help you navigate uncertainty and create safer environments for your employees, customers, and partners globally.



Time & Attendance

If your workforce includes colleagues who "clock in and out", or if you need a rostering system to ensure adequate staffing levels, Deputy offers an ideal solution. With flexible scheduling capability, mobile check-in, and much more, Deputy is established as a leader in the Time and Attendance arena.

Compliance safeguards are built-in, and all scheduling and timesheet details are captured and stored automatically, providing you with an ongoing record of compliance for regulators and employees.

The strengths of Deputy include its excellent user interface (UI), solid mobile support, a wide range of customisation options, 24/7 support and a long list of integrations.

With the help of Tugela People, Deputy can easily be integrated into your existing HRIS.

With these other systems combined with Tugela People's HR Automation and integration services and unparalleled support, you could well be on your way to a streamlined and optimised HR department.

For more information on these solutions and to integrate them into your existing HRIS, please contact us on +44 (0) 1908 030360 or email: info@tugelapeople.com