Tugela PEOPLE

Comprehensive HRIS Tool Kits

For Your

Sage People HRIS

Unlock the full potential your System

Introducing our HRIS Tool Kits

In today's ever-evolving business landscape, addressing HR trends and challenges is essential for sustainable growth.

Our Tool Kits offer a proven solution, carefully built to overcome these hurdles, by ensuring that your Sage People HRIS is set up and configured with the latest features and functionality to enable you to make the most out of your HR System.

Each Tool Kit is a 'tried and tested' bundled package of expert configurations, carefully designed to be deployed quickly and effectively, providing you with a streamlined and seamless solution.

A Tried and Tested Implementation Process

Throughout the implementation of your Tool Kit, we provide full support to our customers, guiding them through the entire process, from the Initiate stage (when the project is kicked off) to the Deploy stage (when the new functionality is rolled out).

To ensure a comprehensive understanding and seamless translation of our client's requirements, we follow a trusted and documented system implementation process.

This approach guarantees that our client's needs are met and that the relevant Tool Kit is seamlessly integrated into their system.

Diversity and Inclusion (D&I) Tool Kit

The value of tracking D&I

Tracking D&I data allows companies to measure progress, identify areas for improvement, and build a more diverse and inclusive workforce, ensuring fair representation of diverse groups within the organisation, mitigating biases, and promoting equal opportunities for all employees. It can also help ensure compliance with local legal requirements and ethical responsibilities.

Collecting data on various characteristics, such as gender, race, ethnicity, age, and disability status, enables companies to assess their current representation and identify areas for improvement.

D&I tracking also allows companies to analyse the effectiveness of their diversity initiatives and policies and if they result in positive outcomes, such as talent attraction, increased employee engagement, reduced turnover, and improved performance. Transparency and accountability are fostered through publicly reporting diversity statistics, showcasing a company's commitment to its diversity goals.

Furthermore, D&I tracking aids in identifying disparities and barriers, empowering the organisation to address these challenges and create equitable opportunities for all employees, cultivating a truly inclusive work environment.

Your D&I Tool Kit

The objective of this Tool Kit is to ensure that your Sage People HR System is set up to track, monitor and analyse your organisation's D&I data according to best practices.

To ensure a smooth and seamless implementation, we offer our clients a comprehensive discovery document prior to the initial session. This document covers essential aspects, such as:

- Selecting core D&I fields for inclusion.
- Preferences for setting up a user-friendly interface, enabling employees to enter and edit their D&I related data.
- Display preferences tailored to the HR team's needs.
- Requirements for setting up relevant D&I dashboards and reports.

By proactively addressing these aspects, we set the stage for a successful and efficient implementation of your D&I initiatives.

This service comes at a fixed cost of £3,000, which includes the ability to make some small configuration adjustments to suit your specific requirements.

Your journey to a more diverse and inclusive workplace is in safe hands with our dedicated team. Let's work together to foster a more inclusive and diverse workplace!

Migration from Objectives to Enhanced Objectives Process Tool Kit

This Tool Kit has been developed to address the need for clients to migrate their existing 'Objectives Process' to the new 'Enhanced Objectives' process. Sage People have introduced this enhanced functionality to help to embed sustainable performance management into day-to-day activities and to drive employee engagement and productivity.

Why Migrate?

Enhanced Objectives is designed to provide a more streamlined user experience. Providing a more interactive approach to managing, watching, and aligning objectives.

With the Enhanced Objectives feature, employees and managers can now set individual goals that are flexible, aligned, and achievable in incremental steps. Objectives can be categorised as individual or group objectives and can also have tasks assigned to them. Team members and managers can add reviews for the objectives and access past reviews for specific objectives.

The new functionality also introduces 'additional watchers', allowing other team members to gain visibility into monitored objectives. They can even align their objectives with those they are watching if needed. Combining Enhanced Objectives with Conversations and Feedback enhances the entire Performance Review process, creating a comprehensive 360-degree experience.

Your Migration from Objectives to Enhanced Objectives Process Tool Kit

The objective of this Tool Kit is to ensure a smooth and seamless migration to the Enhanced Objective functionality. As part of this process, we provide our clients with a comprehensive discovery document prior to the initial session. This document covers essential aspects, such as:

- The identification of core fields related to the process.
- Definition of email alerts.
- Selection and nomination of review fields.
- Ability to migrate historical objectives into the new process.

This service comes at a fixed cost of £2,500, which includes the ability to make some small configuration adjustments to suit your specific requirements.

Leverage the expertise and knowledge of our experienced HRIS consultants, with a proven track record of successful functionality implementations for numerous customers. With their valuable insights and experience, we are ready to deliver a seamless and effective implementation tailored to your specific needs.

Embrace the change and unlock the true potential of your performance management practices!

Migration from HR Request to People Management Workflow (PMW) Tool Kit

This Tool Kit has been developed to address the need for all clients using the legacy Sage People HR Request functionality to move to the new interface, People Management Workflows (PMW).

This follows an announcement by Sage People advising that the legacy WX process for HR Requests is due to be depreciated in the Y24.2 release (March 2024) and the requirement for all clients to migrate before the deadline of January 2024

Why Migrate?

The existing HR Request functionality relies on an extensive list of potential changes, regardless of whether they are entered into the HR Portal or WX. However, this functionality lacks intuitiveness and may lead to items being overlooked or incorrect fields being entered.

To enhance the user experience and minimise errors, Sage People has introduced a new interface called 'People Management Workflows' (PMW) that utilises HR Requests. These workflows categorise HR Requests based on the type of change, ensuring that only relevant fields are presented to managers. This streamlines the process, making it more straightforward and intuitive while saving time and reducing the risk of errors associated with irrelevant fields being completed.

Your HR Request to PMW Tool Kit

The objective of this tool kit is to ensure a smooth and seamless migration to the new PMW interface. As part of this process, we provide our clients with a comprehensive discovery document prior to the initial session. This document covers essential aspects, such as the identification of core fields related to the PMW process.

This service comes at a fixed cost of £1,500, which includes the ability to make some small configuration adjustments to suit your specific requirements.

Benefit from the expertise and knowledge of our team of experienced HRIS consultants who have already successfully implemented this functionality for multiple customers.

Avoid the hassle of implementing this new functionality and enjoy an improved and efficient HR management experience with People Management Workflows!

With our Tool Kits, you can access a range of HR resources and functionalities tailored to meet your unique requirements. Stay ahead of the curve and maximise your Sage People experience with our transformative Tool Kits.

Let's embark on this journey of HR excellence together!

Contact us now to discuss your requirements and book your Tool Kit!

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