

Employee Self-Service (ESS)

Employee self-service (ESS) is a widely used human resources technology that enables employees to perform many job-related functions, such as applying for reimbursement, updating personal information and accessing company benefits information -- which was once largely paper-based, or otherwise would have been maintained by management or administrative staff.

Employee self-service is often available through the employer's intranet or portal. It can also be part of larger human capital management (HCM), enterprise resource planning (ERP) or benefits administration software, which is often delivered via SaaS platforms. Employee self-service software, once sold as a stand-alone product, is now usually incorporated into more comprehensive HR tech systems.

The acronym ESS is not used as widely as it was when the technology first became prevalent in the early 2000s. Now, self-service features are considered basic functionality in most big HCM systems.

Why employee self-service?

In an increasingly competitive employee talent market, employee self-service technology helps to create a positive work culture and to retain talent by giving workers direct control over their employment information.

Employee self-service systems are being optimized for mobile more and more on social media-like platforms, and are often part of larger employee engagement strategies, which can include wellness programs, recognition, learning management systems and organization-wide social activities.

Features of HR self-service software

The features of HR self-service software include the following:

1. Payroll capabilities, such as online access to pay-slip.
2. The ability to Apply Leave online.
3. View Attendance Report, Shift and Working hour include the status of absenteeism
4. Request for Training
5. Submit medical benefit reimbursement
6. Expense management and
7. Business travel management
8. Review Performance Appraisal Score
9. Job and Task Assignment
10. Competency Job Analysis
11. Career Path and Development Plan
12. Approval and Notification

Benefits of employee self-service

Employee self-service systems can save time for HR administrators, while giving employees more autonomy to manage their benefits and payroll configurations. They can also help make employees feel more connected to their organizations and, possibly, happier in their jobs, and more productive.

Challenges of employee self-service

Integrating multiple employee self-service channels -- such as intranet, portal, wellness program apps and retirement accounts -- can be technologically difficult because of differing data formats and login procedures.

(Source : Margaret Rouse, <https://goo.gl/hhBMdo>)

One of the best choice for ESS / HRMS software is PowerPlus, which this product is very practical and easy to implement, can be modified and developed in accordance with the wishes of users, with very wide range of use starting from administration, attendance, reimbursement, performance to employee self-service. Power Plus uses Microsoft Visual Basic and Microsoft SQL platforms as database engine. We provide consulting and software customizations for your best ESS Solution . If you need more explanation or even better you're ready to use fully suite integrated Human Resource Management Systems, visit us at www.lensasoftware.com