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# Sage Abra HRMS Newsletter

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## Going Online to Recruit the Best Talent

With the popularity of social media like Facebook and Twitter combined with a generation that grew up on the internet, it's now more important than ever to leverage technology that will enable your business to go online and recruit, hire, and retain the most talented resources. In this article, we'll take a look at how Sage Abra eRecruiter will help you leverage the internet to reduce recruiting costs and increase both the quantity and quality of job seekers to your company.

### The Right Tool for the Online Revolution

Today, almost everyone relies on the Internet as an integral part of their lives. For years, large companies have been successfully leveraging online resources to attract and recruit the best talent to their companies. With Sage Abra eRecruiter, small and mid-sized businesses can leverage the same tools and successful approach in order to stay competitive. After all, it takes more than just advertising on a job site to be successful in online recruiting. Having the right tool is important.

### What is Abra eRecruiter?

eRecruiter is a web-based module for Sage Abra that automates applicant processing and routing using a customized career center on your company's website. Recruiters can review applicants from a single organized screen, route qualified applicants to hiring managers, and arrange interviews. eRecruiter is totally paperless, reducing the administrative burden on your HR staff and allowing them to focus intently on the goal of reaching the most talented people. In addition, eRecruiter offers:

**Web-based Online Career Center** – using eRecruiter, you can create an online career center on your company's website that allows applicants to search for open positions, submit resumes, and complete applications which are automatically routed to the appropriate person for review.

**Automate workflow and reduce paper** by routing applicant information, resumes, interview schedules, offer letters, and other critical documents *electronically*. eRecruiter also allows you to define your company's customized workflow including approval processes, screening, interview routing, and applicant communications.

**Electronic Requisition Management** – you can create job requisitions that are routed via email for approval to all necessary approvers. Once final approval has been received, the requisition is posted to the public career center online saving time, reducing paper, and eliminating delays.

**Job Board Integration** – you can easily upload open requisitions to major job boards like Monster.com

### It Makes Great CENTS too!

Studies have shown that the average cost per hire through major newspapers is about \$3,300 while the average cost per hire using an electronic, Internet-based recruiting strategy is about \$375. That's a savings of \$2,900 per hire! What's more, an online recruiting strategy drastically reduces paper and printing costs while also reducing administrative burden on HR staff, freeing up time to focus on more meaningful recruiting and hiring strategies.



[Contact us](#) if you'd like to learn more about Sage Abra eRecruiter.

# Containing the Cost of Employee Health

Source: [Society for Human Resource Management](#)

A lagging economy and continued escalation of health care costs have forced employers to get creative about improving the long-term health and productivity of their workforce while taking steps to keep costs in check. An article posted on the Society for Human Resource Management website explores employee healthcare strategies and trends based on a recent survey conducted by Hewitt Associates.

## A Growing Concern

Even with all the talk about health care reform, most U.S. employers remain on course for a significant increase in employee health costs over the next few years. This trend continues despite employer costs, employee payroll contributions, and out-of-pocket expenses that have more than doubled in a decade according to research by Hewitt.

## Developing a Strategy

While companies are beginning to implement programs and tactics that will help constrain escalating health care costs, fewer than half the companies surveyed actually have a formal policy or strategic plan in place. According to Ken Sperling of Hewitt Associates, "Health care is one of the biggest expenditures for a company, yet most organizations don't have a formal plan that outlines their program's goals and ties them to business objectives." While formalizing a plan is important in order to lay the groundwork for long-term success, employers can still implement less sophisticated cost-cutting tactics for short-term results. Following are some of the tactics mentioned:

**Focus on Improving Physical AND Mental Health** - more companies are incorporating behavioral/mental health strategies into their programs to improve productivity and absence management.

**Financial Incentives to Encourage Participation** - the number of companies offering cash incentives for completing a

health risk questionnaire and for participating in health improvement and wellness programs increased significantly from 2009 to 2010. Often, the incentives are tied to steps that require behavioral change such as exercising, eating properly, and getting preventive care.

**Penalties for Unhealthy Behavior** - employers are increasingly challenging employees to be accountable for the decisions they make by [imposing penalties](#), such as higher premiums or deductibles, for smoking or failing to participate in disease management programs.

According to Sperling, "Measuring clinical changes in health risk can help employers gauge whether these programs are actually changing employee behavior and ultimately leading to longer-term cost reduction and improved employee health."

## Introducing Sage Abra SQL v10

Sage Abra SQL Version 10 is now available offering enhanced functionality and a totally new look.

A **New Interface** makes it easier to use.

**Simplified Navigation** helps you move between screens quickly.

**Improved Employee Find** search capability helps you find the information you need more quickly.

**NEW Dynamic Sharing** helps you create and share dynamic reports with executives, managers, and others.

Contact us to learn more or download the Sage [Abra SQL v10 Capabilities Brochure](#).

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