



Driving Business Performance Through
an Engaged, Connected Workforce

NetSuite SuitePeople



SuitePeople provides a unified human capital management solution. A single platform to manage headcount, process payroll, manage time and attendance, and track performance while receiving financial insights. With SuitePeople, eliminate integrations to third party solutions, improve data accuracy, create a more engaging workforce experience, and make more informed business decisions to better align your people with your business goals.

Key Benefits

- Unify HR, payroll, workforce, and performance data with financial, procurement, project, and planning and budgeting processes, eliminating multiple systems with NetSuite and SuitePeople.
- Consolidate all employee data into one place and reduce the need for reconciliation and integration.
- Automate U.S. payroll calculations and tax liability payments to improve paycheck accuracy and reduce compliance risk.
- Support business agility with insightful HR and payroll analytics.

Better Decisions With People Analytics

Payroll and headcount expenses are some of the largest expense categories for any business. When using multiple solutions for accounting, payroll, and HR, it becomes difficult to see all of this information in a single place to make more informed decisions. With SuitePeople's unified design, analytics becomes much easier and insightful for all decision-makers.

- **Standard KPIs and Reports** – Over 100 reports and 15 key performance indicators (KPIs) complete with the ability to build your own.
- **Data Visualizations** – Ability to graph and chart data with full drill down from summary to detailed source transactions and records.
- **Real-time Data** – Greater visibility and control of payroll costs and headcount in real time.

A More Engaging Employee Experience

Whether you are an HR leader, financial leader, a manager, or an employee, getting your job done and being productive makes for a more engaging experience with your company. Many HR studies have concluded there is a direct correlation to high levels of engagement with retention. Since SuitePeople is native to the NetSuite platform, an employee can log into one system to run a time off balance, pay vendors, review a paycheck, request time off, initiate a promotion, view a dashboard, and recognize teammates for a job well done. Performance management empowers employees to create goals and monitor progress with real-time updates to keep them engaged, focused, and productive.

Automation Improves Accuracy

With a unified approach to HR and payroll, SuitePeople automates more business processes by reducing manual data entry and reconciliations. HR and payroll data is automatically available to the rest of the suite and enables

Key Benefits

- Create, monitor, and evaluate goals in a single place to drive better employee engagement and outcomes.
- Empower employees and managers to securely accomplish common HR tasks, like changing addresses, initiating promotions, or viewing time-off balances, at any time.

managers and employees to keep their profiles up to date for better data accuracy and integrity.

- **Payroll Liability Payments** – Automatically create AP vouchers to pay taxes, benefit providers, and other liabilities.
- **Onboarding Automation** – Procure equipment and other property for new employees and include it in their onboarding checklist.
- **Employee and Manager Self-Service** – Enable employees and managers to keep their profiles and their team's data up to date.
- **Performance Reviews** - Employee goals are automatically updated from actual business results and added to performance reviews.

Improve Operational Efficiency

NetSuite SuitePeople Workforce Management provides a single solution to streamline shift scheduling, easily capture time and attendance, and automate wage calculations. With a visual scheduling tool, managers can see exactly where shifts need to be added or adjusted. Digital time tracking makes it easy for employees to clock in and out on a computer or mobile device.

Automate wage calculations and track overtime hours with a built-in wage rules engine that seamlessly integrates with NetSuite SuitePeople Payroll. With Workforce Management part of NetSuite ERP, your company gains visibility into how workforce trends impact financial performance.

The screenshot displays the Oracle NetSuite Workforce Management interface. At the top, there's a navigation bar with 'Workforce Management' selected. Below it, a 'Shifts' tab is active, showing a summary table and a detailed shift schedule for employees.

	Monday, Sep 26th	Tuesday, Sep 27th	Wednesday, Sep 28th	Thursday, Sep 29th	Friday, Sep 30th	Saturday, Oct 1st	Sunday, Oct 2nd	
Hours	89	90.5	99.25	95	94.75	92.75	92	653.25
Total wages	1314.53	1339.24	1479.95	1403.15	1485.78	1391.02	1378.70	9792.36
Sales	5228.86	5618.75	6194.35	6631.56	7325.17	5774.56	5514.14	42287.40
Units	308.54	341.77	362.81	382.9	396.98	306.52	296.48	2395.92
Average wage	14.77	14.80	14.91	14.77	15.68	15.00	14.99	14.99
Labor percent (21.25.2%)	25.14	23.84	23.89	21.16	20.28	24.09	25	23.16
Productivity	3.47	3.78	3.66	4.03	4.19	3.3	3.22	3.67
Labor efficiency	58.75	62.09	62.41	69.81	77.31	62.26	59.94	64.73

Employee	Monday, Sep 26th	Tuesday, Sep 27th	Wednesday, Sep 28th	Thursday, Sep 29th	Friday, Sep 30th	Saturday, Oct 1st	Sunday, Oct 2nd	Total Hours	Total Wages
Angela Hartt	8am-2:15pm Line 6.25hr \$92.31			5:15pm-9:15pm Line 4hrs \$59.08	5pm-9pm Cashier 4hrs \$59.08			14.25 hrs	\$210.47
Ann Torres	9:30am-12:30p Cashier 3hrs \$44.31		4:45pm-8pm Cashier 3.25hr \$48.00	2:15pm-10pm Line 6.25hr \$92.31		3:30pm-9:45pr 5.75hr Cashier bri \$84.93		18.25 hrs	\$269.55
Anthony Collins	10:45am-3:30p Cashier 4.75hr \$70.16	11:15am-6pm Line 6.25hr \$92.31	1:15pm-4:30pr 3.25hr Cashier \$48.00	10:15am-5:15p Line 6.5hrs bri \$96.00			1:45pm-9:30pr 7.25hr Cashier bri \$107.0	28.00 hrs	\$413.56
Brittney Oliver	12:30pm-4:45p Cashier 4.25hr \$62.77		10:15am-2:30p 4.25hr Line \$62.77	12pm-3pm Cashier 3hrs \$44.31	4pm-8:30pm Line 4.5hrs \$66.47		12:45pm-8pm Line 6.75hr bri \$99.70	22.75 hrs	\$336.02
Bruce Foster	2:15pm-9:45pr 7hrs Line bri \$103.3	10am-1pm Line 3hrs \$44.31	10:15am-1:15p 3hrs Cashier \$44.31			10am-2:30pm 4.5hrs Line \$66.47	3:15pm-9:30pr 6.25hr Line \$92.31	23.75 hrs	\$350.79
Chloe Bradshaw	10am-1pm Cashier 3hrs \$44.31	6pm-10pm Line 4hrs \$59.08	3:30pm-9:45pr 5.75hr Cashier bri \$84.93	10:30am-2:30p 4hrs Cashier \$59.08	10:45am-6:15p 7hrs Cashier bri \$103.3			23.75 hrs	\$350.79
Danielle Gaines		4:30pm-9pm Line 4.5hrs \$66.47	10:30am-3pm 4.5hrs Line \$66.47	9am-12pm Cashier 3hrs \$44.31	5:45pm-10pm Cashier 4.25hr \$62.77		6pm-9:45pm 3.75hr Cashier \$55.39	20.00 hrs	\$295.40
Dustin Vega	1pm-9:30pm 8hrs Cashier bri \$118.1		5:30pm-9:45pr 4.25hr Line \$62.77	2:15pm-9:45pr 7hrs Line bri \$103.3	11:30am-3pm 3.5hrs Line \$51.70			22.75 hrs	\$336.02

Optimize your team's schedule while tracking overtime hours.