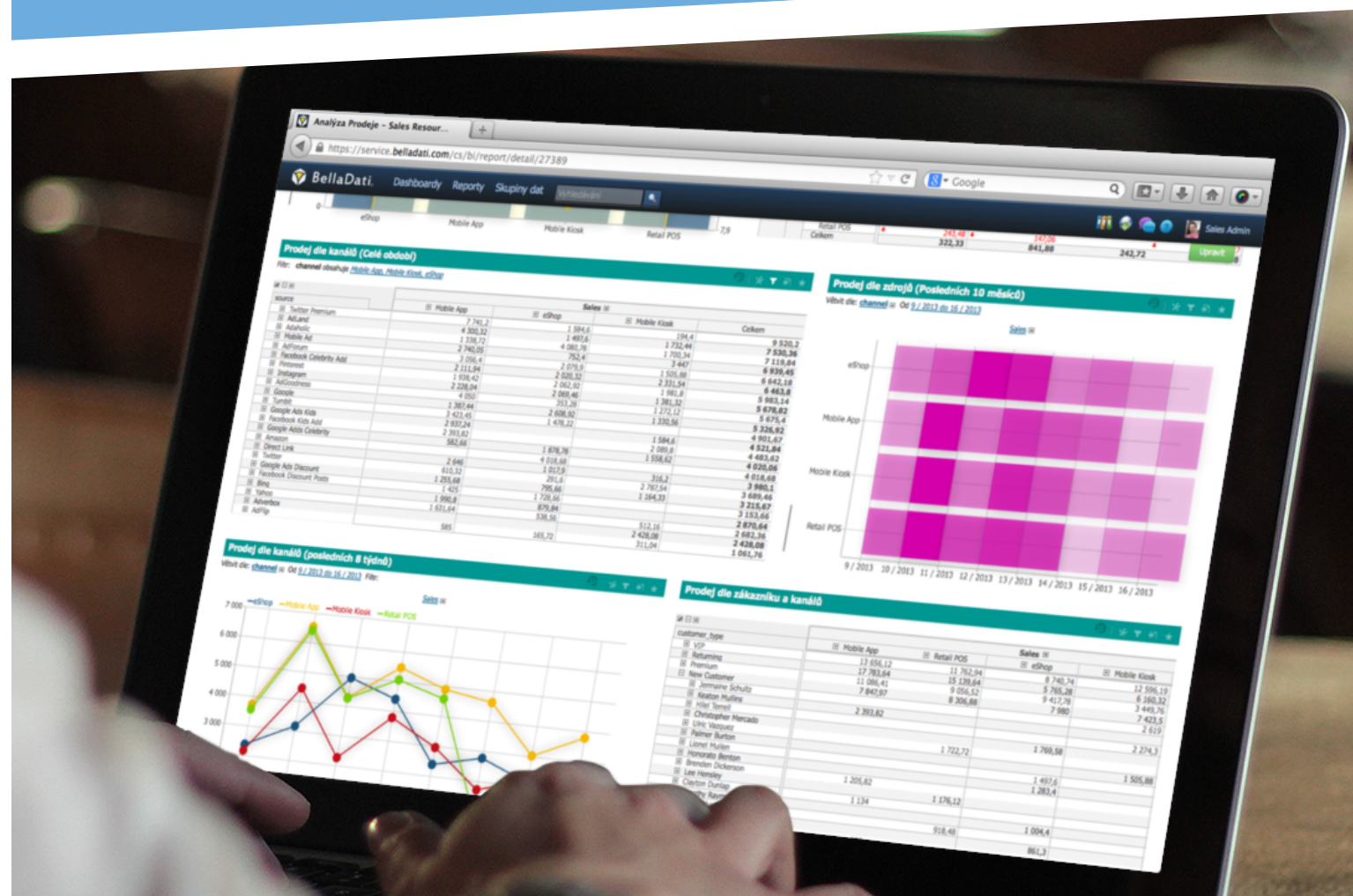# BellaDati Complex Portal and BI Solution for HR and HR Outsourcing Companies

BellaDati Payroll Professional Services Complex Portal and BI Solution for HR and HR Outsourcing Companies

General Description

Our Payroll Professional Services complex portal and BI solution helps HR outsourcing companies and their clients to manage payroll in a comprehensive way. Covering employee information management, attendance management, salary handling, remuneration payment, check-off and payment of personal income tax, payment of social insurance, remuneration statistics data analysis, employee self-service and HR self-service. It is dedicated to the "Fast, Accurate and Convenient" service concept. We have developed excellent adaptability, intelligent data checking function and the capability of fast change response. We can provide tailor-made services according to the needs and business features of clients. We help outsourcing companies and their clients to transfer HR data into strategic HR information. This relieves the HR department from complicated data processing work, which improves HR management efficiency and can achieve maximum value increase.

1. Payroll Services

BellaDati Payroll Reports and Dashboard Portal delivers improved payroll productivity and accuracy. It operates in cloud and allows a customized view for each client's company and also for individual employees. The client's company can use 100 preconfigured payroll reports or can create their own reports. The collaborative feature of BellaDati can be used to comment on or ask questions and get clarifications on-line.

Each employee can access the payroll portal and their own data via a computer, mobile or via simplified consoles. It will allow employees to view and print their payroll slips, so that payroll slips do not have to be distributed.

Provider of payroll services has complex access to all their clients' data and can use BellaDati Human Resources Business analytics to optimize its operation, decrease costs and maximize revenue.

Screens can be easily tailored to customer needs. The sample of portal screen is as follows:

BellaDati

Joanah Doves « My Account • Belladati Inc (12037034) ∞ March 21, 2014 • Logout

Services

People Reporting General Ledger

Message Board

	Priority	From	Subject	Date
●		SYSTEM	Transition Relief for Some Employers Affected by ESR Provision	Wed Feb 19 2014
		SYSTEM	Verifying Employee Names and SSNs	

2 Messages Delete

Favorite Report Results (OPTIONS)

	Report Name	Run Date	Format
	Cash Require...	02/26/2014 12...	PDF
	Department S...	02/26/2014 12...	PDF
	Invoice	02/26/2014 12...	PDF
	Payroll Journal	02/26/2014 12...	PDF
	Tax Deposit N...	02/26/2014 12...	PDF

5 Items Download • View

Links of Interest

Home	Direct Catalog
Insurance	Online HR Library
Build My Biz	

Efesco Small Business Loan Resource Center

Efesco News Efesco Wins Bronze Brandon Hall Excellence in Technology Award for myStaffingPro

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Reporting:

Reports (OPTIONS) »

Type to filter 🔍 Advanced

- 1099-MISC - Miscellaneous Income
- 940 or 940-EZ - Employer's Annu...
- 941 - Employer's Quarterly Federa...
- 943 - Employer's Annual Federal T...
- 944 - Employer's Annual Federal T...
- 945 - Annual Return of Withheld I...
- Agency and Vendor Check Stub
- Agency and Vendor Payment Journal
- Annual Local Returns

85 Items

Tools

Get All Report Results
Manage Favorites

2 Items

Favorite Report Results (OPTIONS)

	Report Name	Run Date	Format
	Cash Require...	02/26/2014 12...	PDF
	Department S...	02/26/2014 12...	PDF
	Invoice	02/26/2014 12...	PDF
	Payroll Journal	02/26/2014 12...	PDF
	Tax Deposit N...	02/26/2014 12...	PDF

5 Items Download • View

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QUARTERLY REPORT

(Quarter 3, 2013)

EMPLOYEE INFORMATION

	EARNINGS		FEDERAL EARNINGS & WITHHOLDING AMOUNTS						STATE EARNINGS & WITHHOLDING AMOUNTS					
NAME	YEAR TO DATE	QUARTER TO DATE	NAME	EXEMPT AMOUNT	SUBJECT AMOUNT	EXCESS AMOUNT	REPORTABLE AMOUNT	EMPLOYEE WITHHOLDING	NAME	EXEMPT AMOUNT	SUBJECT AMOUNT	EXCESS AMOUNT	REPORTABLE AMOUNT	EMPLOYEE WITHHOLDING
Fritjof, Gentian (SSN: xxx-xx-6537, ID: 2)														
Wages / Salary	11866.00	11866.00	Social Security		11866.00		11866.00	735.69	IL(R) Income Tax		11866.00		11866.00	593.30
			Medicare		11866.00		11866.00	172.06	IL Unemploy		11866.00		11866.00	
TOTAL	11866.00	11866.00	Fed Income Tax		11866.00		11866.00	1861.61						
			Fed Unemploy		11866.00	4866.00	7000.00							
Connor, Iovis (SSN: xxx-xx-0109, ID: 1)														
Wages / Salary	39101.30	24999.00	Social Security		24999.00		24999.00	1549.94	IL(R) Income Tax		24999.00		24999.00	1223.70
			Medicare		24999.00		24999.00	362.49	IL Unemploy		24999.00	24999.00		
TOTAL	39101.30	24999.00	Fed Income Tax		24999.00		24999.00	4718.42						
			Fed Unemploy		24999.00	24999.00								
COMPANY TOTALS FOR THIS PERIOD														
Wages / Salary	50967.30	36865.00	Social Security		36865.00		36865.00	2285.63	IL Income Tax		36865.00		36865.00	1817.00
			Medicare		36865.00		36865.00	534.55	IL Unemploy		36865.00	24999.00	11866.00	
TOTAL	50967.30	36865.00	Fed Income Tax		36865.00		36865.00	6580.03						
			Fed Unemploy		36865.00	29865.00	7000.00							

QUARTERLY REPORT

(Quarter 3, 2013)

COMPANY INFORMATION

NAME	ID NUMBER	WAGE LIMIT	EARNINGS TOTAL	EXEMPT AMOUNT	SUBJECT AMOUNT	EXCESS AMOUNT	REPORTABLE AMOUNT	RATE	EMPLOYEE WITHHOLDING	EMPLOYER LIABILITY	NUMBER OF EMPLOYEES
**** FEDERAL LIABILITY											
Social Security		113700.00	36865.00		36865.00		36865.00	6.2%	2285.63	2285.65	
Medicare			36865.00		36865.00		36865.00	1.45%	534.55	534.54	
Fed Income Tax	71-1053545		36865.00		36865.00		36865.00		6580.03		
QTD (Q3) 941 TAX LIABILITY									9400.21	2820.19	
Fed Unemploy	71-1053545	7000.00	36865.00		36865.00	29865.00	7000.00	0.6%		42.00	
QTD (Q3) 940 TAX LIABILITY										42.00	
QTD (Q3) FEDERAL LIABILITY									9400.21	2862.19	
**** STATE INCOME TAX											
IL Income Tax	711053545		36865.00		36865.00		36865.00		1817.00		
QTD (Q3) STATE INCOME TAX									1817.00		
**** STATE UNEMPLOYMENT											
IL Unemploy	4687203	12900.00	36865.00		36865.00	24999.00	11866.00	4.15%		492.44	Jul 3, Aug 2, Sep 2
QTD (Q3) STATE UNEMPLOYMENT										492.44	
(R) = Resident / Residency; (N) = Non-resident; (E) = Employment											

The illustrative list of reports (examples):

MISC - Miscellaneous Income

Employer's Annual Federal Unemployment (FUTA) Tax Return

Employer's Quarterly Federal Tax Return Information

Annual Return of Withheld Income Tax

Cash Requirements

Company and Employee Data Verification

Department Summary

Department Summary Data with Employee Detail

Direct Deposits Detail

Employee Hours Worked Data

Employer Liabilities Detail

FICA Tip Credit Report

Federal and State Liabilities and Deposits

Garnishment Payment Service Confirmation

General Ledger Assignment by Payroll Item

General Ledger Labor Analysis

General Ledger Pre-Posting Summary

General Ledger Transaction Data

HIRE Act Credit Report

HIRE Retention Credit Report

Instructions for Wiring Funds

Invoice Information

Local Wage Listings Information

MA Unemployment Health Insurance Quarterly Contribution

Report

Modified Business Tax Return Information

Monthly Wage Filing Report

New Hire Rehire Reporting Confirmation

Outstanding Tax Liabilities

PA Local Services Tax

PA Locals Act 32 Quarterly Return

Payroll Journal

Quarter Reconciliation Return

Quarterly Report

Retirement Plan Data

Retirement Plan Summary

Household Employment Taxes Information

State and Local Allocation Percent Report

Supplemental Employee Detail

Tax Deposit Notice

Timesheet

Tip Sign Off Report

Wage and Tax Statement Information

Wage Detail Return

Workers' Compensation Employee Check Data

Year To Date Report

And many more…

2.   Human Resource Automated Services

Time & Attendance Tracking Services

BellaDati clock provides businesses with an economical yet powerful tool for automating the collection and calculation of employee hours. Not only can you save time and money, but you can also protect your business against wage and hour claims with automated and detailed documentation. Some of the BellaDati clock benefits include:

- No Software to Purchase: Flat-fee monthly pricing for lifetime software updates at no extra charge!
- Multiple Clock-in Options: Keypad entry, proximity badges, and Internet accessible options.
- Reduction of Unwanted Overtime: Instant email alerts when employees reach overtime status.
- Smooth Interaction with Payroll: Send employee hours directly to Payroll.

### Automated Holiday approval tool

BellaDati holiday approver servers can be used for automated holiday approval via web portal or mobile. Approved holidays are automatically transferred to payroll system for payroll calculation.

Automated tool for other employees' requests

Employees can enter their request as confirmation of salary, employment etc. via automated tool.

3. BellaDati Business Data Analytics for HR and HR Outsourcing Companies

According to Bersin & Associate 2012 – US research, the chart bellow shows the HR areas that are generally measured/tracked today.
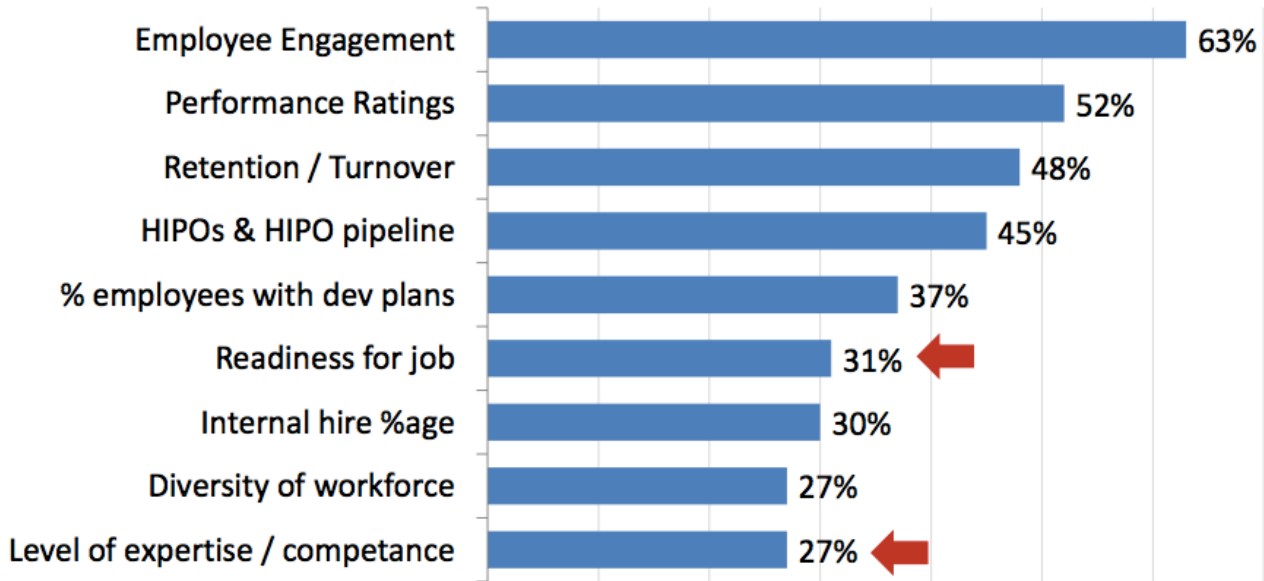
HR Data Analytics Application, you can better understand trends and explore tradeoffs, then share that insight with colleagues.

Productivity, profitability and morale do not have to be at odds. But Human Resources professionals often have to make decisions that could affect one or all of them. By doing your HR analytics in BellaDati HR Data Analytics Application, you can better understand trends and explore tradeoffs, then share that insight with colleagues and use it to find creative solutions. More then 100 preconfigured reports are available; clients can create their own reports.

- Manage labor hours and productivity and understand staffing trends.
- Identify areas of risk with what-if planning.
- Audit Equal Opportunity Employer (EOE) issues such as gender and race.

Avoid security snafus by keeping employee data secure but sharable with authorized managers directly in a web browser.

Major topics include:

- Productivity
- Staffing Analysis
- Succession Planning
- Policies
- Education
- Risk mitigation
- Employee satisfaction

Productivity

Avoid waste by analyzing resource allocation.

Hire too little and growth and quality suffer. Hire too much, and costs go up as productivity goes down. Companies need sophisticated HR analytics to ensure that they're well covered for key positions but not over-saturated to avoid waste of time and money.

BellaDati lets you monitor trends in demand as well as drill into more specific details so you can find areas to be more productive. You can also see overtime, absence rate etc. insights.

The dashboard lets you select particular details to see trends. Such information can identify areas of expertise and help you target your marketing spend or hiring decisions.

Staffing analysis

Identify patterns in hiring, firing and promotions across your company.

Until you collect all of your personnel data and look at it you don't know what is really going in your workforce, e.g. how many people are changing positions, joining or leaving the company, hiring is up, but transfers are down. Another example is performance rating broken down by supervisor, employee type and terminations by group. Any authorized user can do this type of analysis and you can share the results with managers securely, right in a web browser.

Succession Planning

Use human resources analytics to manage your succession plan and avoid gaps in key roles.

Visual analysis can help you identify areas of risk that you otherwise might miss in a large workforce. This view shows all the groups in your company by age and number of employees. The groups that have very few and relatively older members need to be targeted for succession planning to

reduce risk.

Policies

HR policies affect employee morale and retention, as well as the bottom line, so it's critical to get them right. Use data to do what-if planning and calibrate your policies to get them right. One of examples is the dashboard that let to do what-if planning related to retirement age.

Education

BellaDati HR Data Analytics Application can provide insights in education and qualification structure of employees, the match between Education Request and Actual and set up, alerts for obligatory certification and many more.

Risk mitigation

This dashboard provides insight into the number and types of claims made within a given company with locations in many counties. Very quickly it becomes clear as to the location of the largest amount of claims. This might be surprising since there are far fewer people located in that county as opposed to others, and perhaps requires some further investigation. By drilling into the details, we can see the breakdown of the injury causes as well as the cost to cover these claims.

Employee satisfaction survey

Via analyzing employee satisfaction survey BellaDati provides insight in key parameters for employee satisfaction that is important for high motivation and low retention. The same module is possible to use for customer satisfaction.

Recruitment

BellaDati Business data analytics Application for HR and HR outsourcing companies facilitates searching for the most-talented and best-fit employees, cut down recruiting costs and risks using talent assessment system, prescribed and editable matching models for ideal candidates.

List of KPIs measured by categories are as follows:

HR Metrics Categories	Sub-categories	KPIs
Recruitment	Recruitment	Employment Brand Strength
		External Hire Rate

		Net Hire Ratio
		New Position Recruitment Rate
		New Position Recruitment Ratio
		Recruitment Source Breakdown
		Recruitment Source Ratio
		Rehire Rate
	Internal Movement	Career Path Ratio
		Cross-Function Mobility
		Internal Hire Rate
		Internal Placement Rate
		Lateral Mobility
		Promotion Rate
		Promotion Speed Ratio
		Transfer Rate
		Upward Mobility
	Staffing Effectiveness	Applicant Interview Rate
		Applicant Ratio
		Average Interviews per Hire
		Average Sign-On Bonus Expense
		Average Time to Fill
		Average Time to Start
		Interviewee Offer Rate
		Interviewee Ratio
		New Hire Failure Factor
		New Hire Performance Satisfaction
		New Hire Satisfaction Offer Acceptance Rate
		On-Time Talent Delivery Factor
		Recruitment Cost per Hire
		Recruitment Expense Breakdown
		Referral Conversion Rate
		Referral Rate
		Sign-On Bonus Rate
Retention	**Turnover**	Involuntary Termination Rate
		New Hire Turnover Contribution
		Retention Rate
		Termination Breakdown by Performance Rating
		Termination Reason Breakdown
		Voluntary Termination Rate
	Employee Engagement	Employee Commitment Index
		Employee Engagement Index
		Employee Retention Index
		Market Opportunity Index
		Offer Fit Index
	Cost of Turnover	Average Termination Value
		Average Voluntary Termination Value

Performance & Career Management	Performance Management	Termination Value per FTE
		Turn Cost Rate--<1-Year Tenure
		Average Performance Appraisal Rating
		Employee Turnaround Rate
		Employee Upgrade Rate
		High Performer Growth Rate
		Peer Review Rate
		Performance Appraisal Participation Rate
		Performance Rating Distribution
		Performance-Based Pay Differential
		Performance Contingent Pay Prevalence
		Self Review Rate
		Upward Review Rate
	Career Management	Cross-Function Mobility - Managers
		Employ Satisfaction with Leadership
		LDP Prevalence Rate
		Manager Instability Rate
		Manager Quality Index
		Positions Without Ready Candidates Rate
		Successor Pool Coverage
		Successor Pool Growth Rate
Training & Development	Training	Average Training Class Size
		E-Learning Abandonment Rate
		Employee Satisfaction with Training
		Training Channel Delivery Mix
		Training Course Content Breakdown
		Training Expense per Employee
		Training Hours per Occurrence
		Training Penetration Rate
		Training Quality
		Training Staff Ratio
		Training Total Compensation
		Expense Rate
	Education & Development	Development Program Penetration Rate
		Educational Attainment Breakdown
		Staffing Rate-Graduate Degree
		Staffing Rate-High Potential
		Tuition Reimbursement Request Rate
Compensation & Benefits	Compensation	Average Cost Rate of Contractors
		Average Hourly Rate
		Bonus Actual to Potential Rate
		Bonus Compensation Rate
		Bonus Eligibility Rate
		Bonus Receipt Rate
		Compensation Satisfaction Index

		Direct Comp Operating Expense Rate
		Direct Compensation Breakdown
		Direct Compensation Expense
		per FTE
		Market Compensation Ratio
		Overtime Expense per FTE
		Overtime Rate
		Total Compensation Expense per FTE
		Upward Salary Change Rate
	Benefits	Benefits Expense per FTE
		Benefits Expense Type Breakdown
		Benefits Operating Expense Rate
		Benefits Satisfaction Index
		Benefits Total Compensation Rate
	Equity	Average Number of Options per Employee
		Equity Incentive Value per Employee
		Net Proceeds of Options per Employee Exercising
		Number of Options Exercised per Employee
		Stock Incentive Eligibility Rate
Workforce	**Demographic**	Age Staffing Breakdown
		Average Workforce Age
		Ethnic Background Staffing Breakdown
		Gender Staffing Breakdown
		Staffing Rate-Disability
		Staffing Rate-Female
		Staffing Rate-Minority
		Staffing Rate-Multilingual
	Structural	Average Span of Control
		Customer-Facing Time Rate
		Employee Ownership Rate
		Employment Level Staffing Breakdown
		Function Staffing Breakdown
		Staffing Rate-Corporate
		Staffing Rate-Customer Facing
		Staffing Rate-Managerial
		Staffing Rate-Part Time
		Staffing Rate-Revenue Generating
		Staffing Rate-Temporary
		Staffing Rate-Union Employees
	Tenure	Average Workforce Tenure
		Organization Tenure Staffing
		Breakdown Staffing Rate--<1-yearTenure
Organizational Effectiveness	**Productivity**	Human Investment Ratio
		Operating Expense per FTE
		Operating Profit per FTE

		Operating Revenue per FTE
		Other Labor Rate
		Return on Human Investment Ratio
		Work Units per FTE
	Structural	Corporate Expense Rate
		Employee Stock Ownership Percentage
		Intangible Asset Value per FTE
		Market Capitalization per FTE
	Innovation	New Products & Services
		Revenue per FTE R&D Expense Rate

Critical areas for HR Predictive Analytics are listed as follows:

| HR Predictive Analytics Area	Description
Turnover modeling	Predicting future turnover in business units in specific functions, geographies by looking at factors such as commute time, time since last role change, and performance over time.
Targeted retention	Find out high risk of churn in the future and focus retention activities on critical few people
Risk Management	Profiling of candidates with higher risk of leaving prematurely or those performing below standard.
Talent Forecasting	To predict which new hires, based on their profile, are likely to be high fliers and then moving them in to fast track programs

Examples of graphs are as follows:
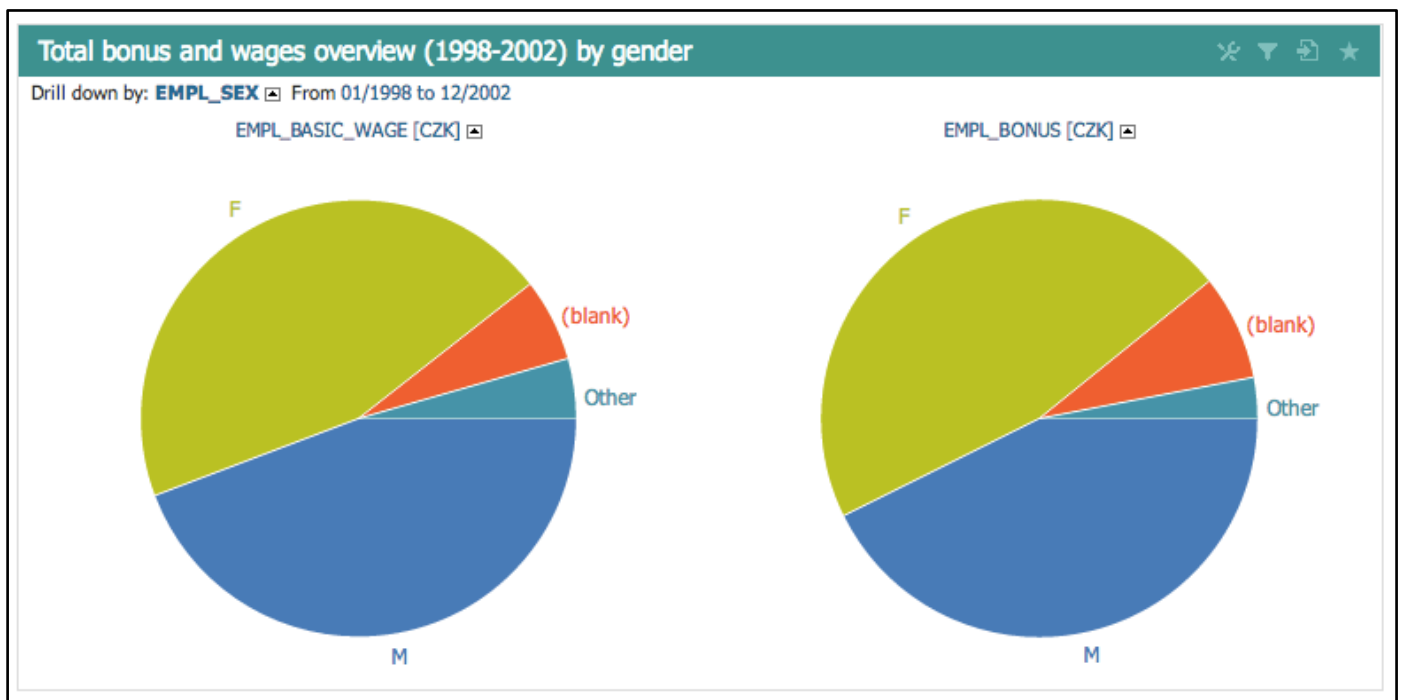
Staffing by Department & Type
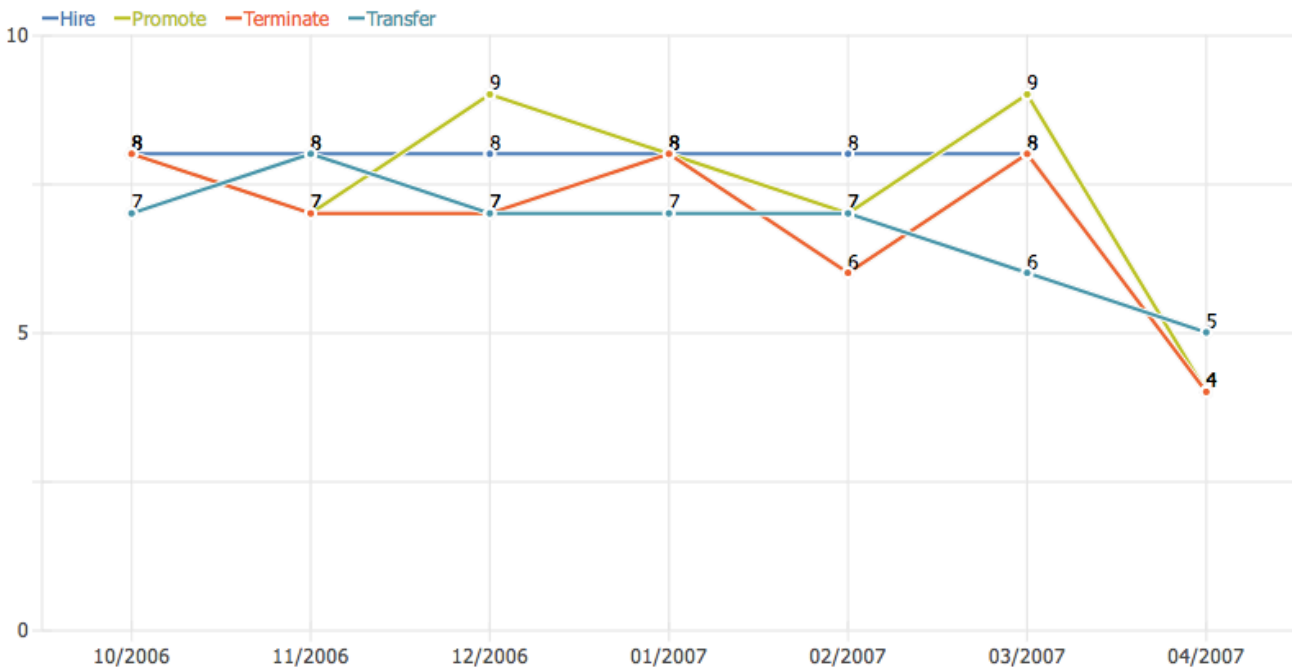
Drill down by: **Department** ▲ and **Type** ▲

No. of Employees ▲

— Full-Time — Part-Time
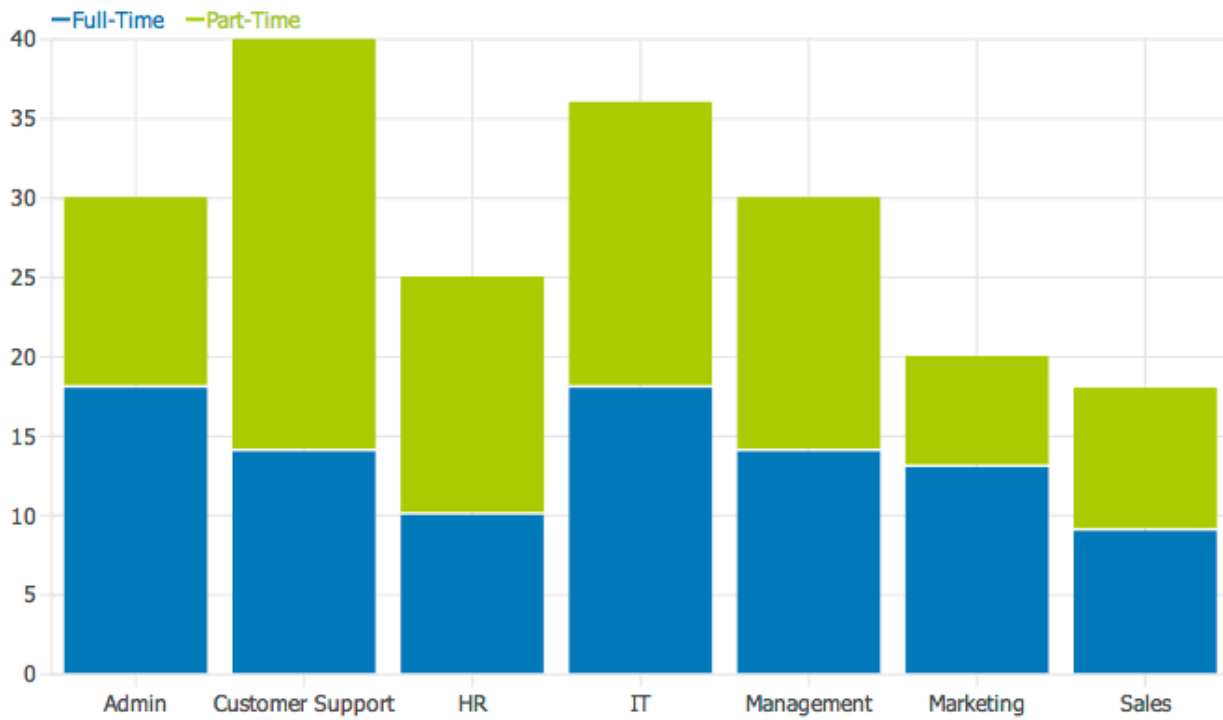
Monthly Staffing Trend

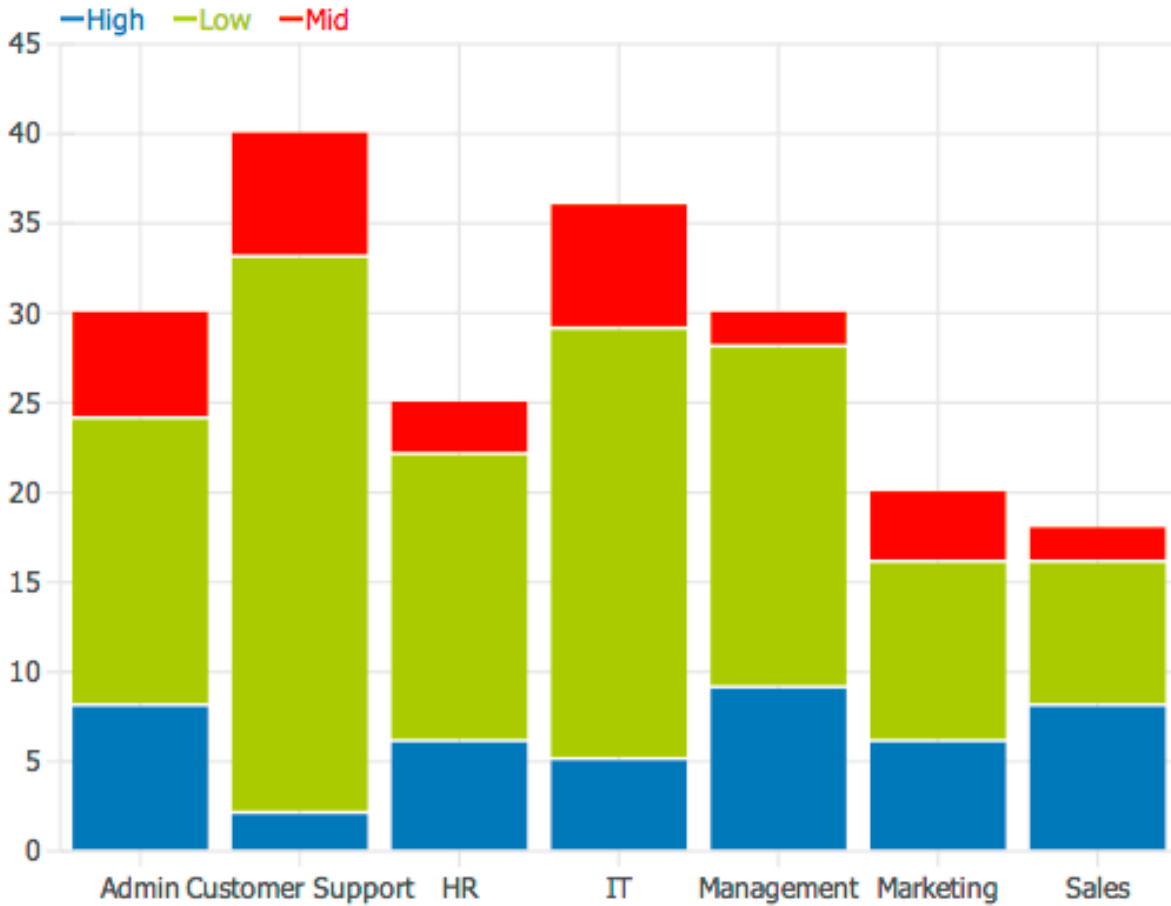Drill down by: **by Months** and **Action** ▲ From Oct 1, 2006 to Apr 17, 2007

No. of Employees ▲

— Hire — Promote — Terminate — Transfer

BellaDati

Performance Rating by Department

Drill down by: **Department** ▲ and **Performance Rating** ▲

No. of Employees ▲

— High — Low — Mid

Average wages by personal area

Filter: **EMPL_NAME** contains *[...]*

PERSONAL_AREA	1998 EMPL_BASIC_WAGE [CZK] ▲	1999 EMPL_BASIC_WAGE [CZK] ▲	2000 EMPL_BASIC_WAGE [CZK] ▲	2001 EMPL_BASIC_WAGE [CZK] ▲	2002 EMPL_BASIC_WAGE [CZK] ▲
⊞ 1211					40,500
⊞ 1691	14,000	7,700			
⊞ 2182				30,600	
⊞ 971		42,000	14,000		
⊞ 982		40,300			

BellaDati

Rating Overview

Drill down by: **Performance Rating** ▲

No. of Employees ▲

| | High | Low | Mid |
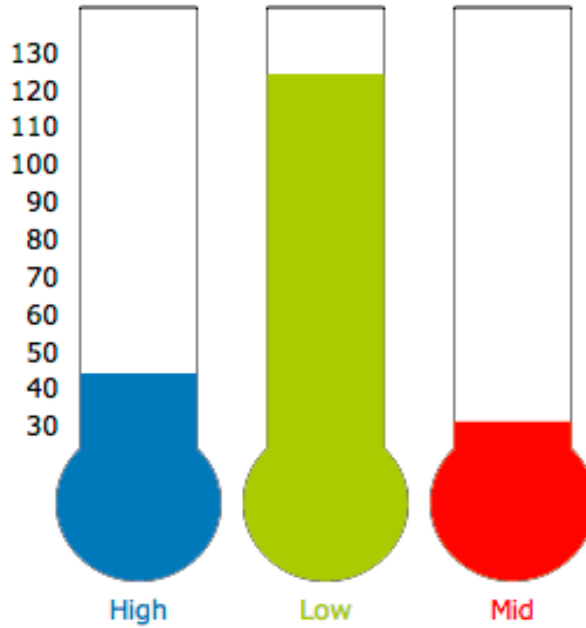
Average monthly wage and average headcount employees by categories in progress

		01/2013 - 10/2013			
VV_1	VV_2	Average headcount ▲	Average headcount (rounded) ▲	Average monthly earnings ▲	Wages total without other
	Salary mine				
	Salary surface				
	Salary total				
	Workers and salaries total				
Mine Darkov	Mine workers				
	Surface workers				
	Workers total				
	Salary mine				
	Salary surface				
	Salary total				
	Workers and salaries total				
Mine ČSM	Mine workers				
	Surface workers				
	Workers total				
	Salary mine				
	Salary surface				
	Salary total				
	Workers and salaries total				
Mine Paskov	Mine workers				
	Surface workers				
	Workers total				

Completed hours vs. scheduled hours of work

Drill down by: **by Quarters** From Q1 / 1998 to Q4 / 2002

EMPL_DUTY_HRS_WORKING_SCHEDULE [Hrs], EMPL_HOURS_TOTAL [Hrs]
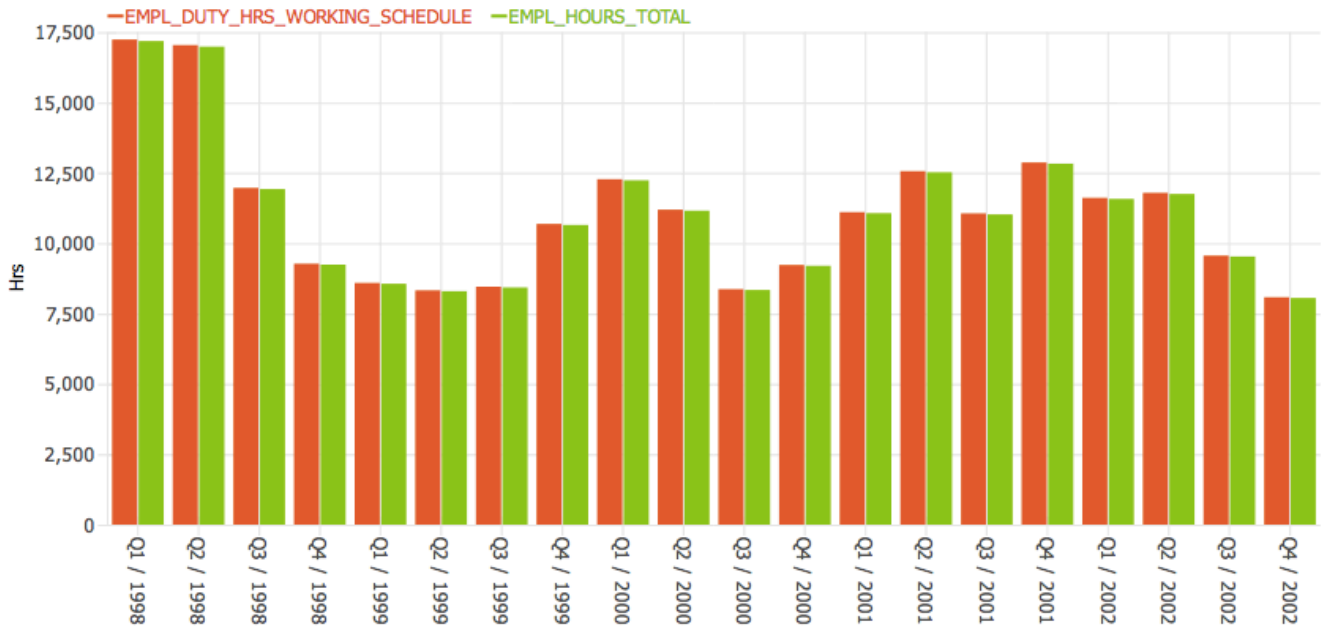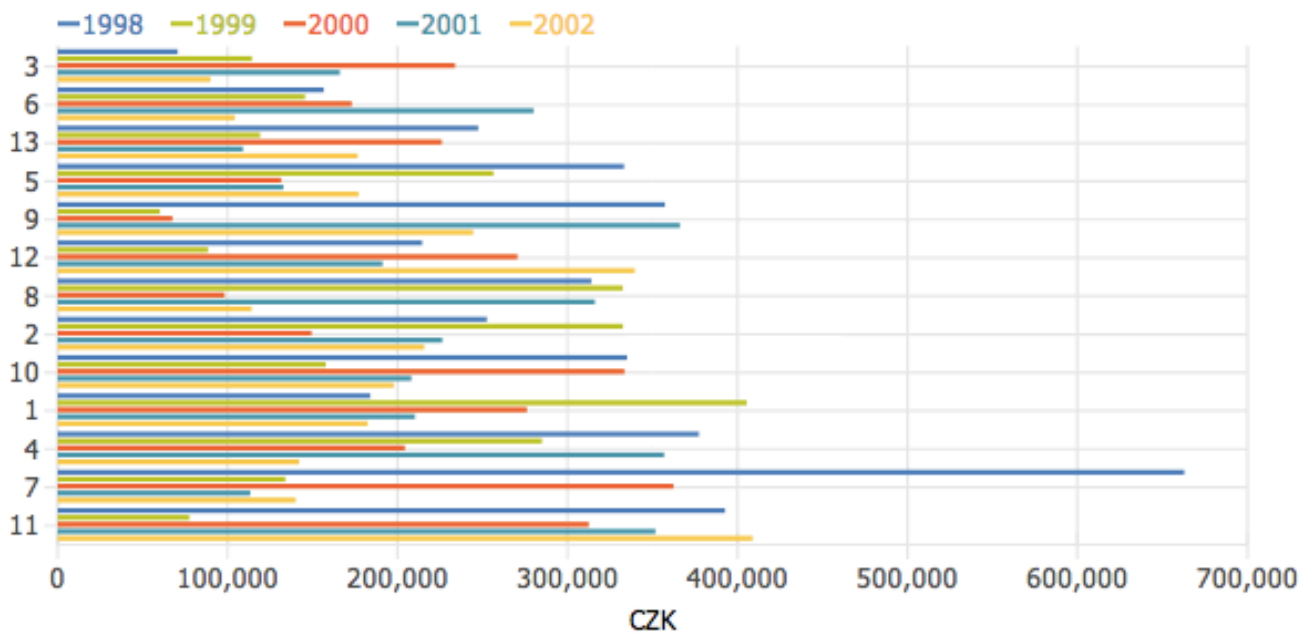
Report: Absences report

Total wages by personal groups (1998-2002)

Drill down by: **by Years** and **PERSONAL_GROUP** From 01/1998 to 12/2002
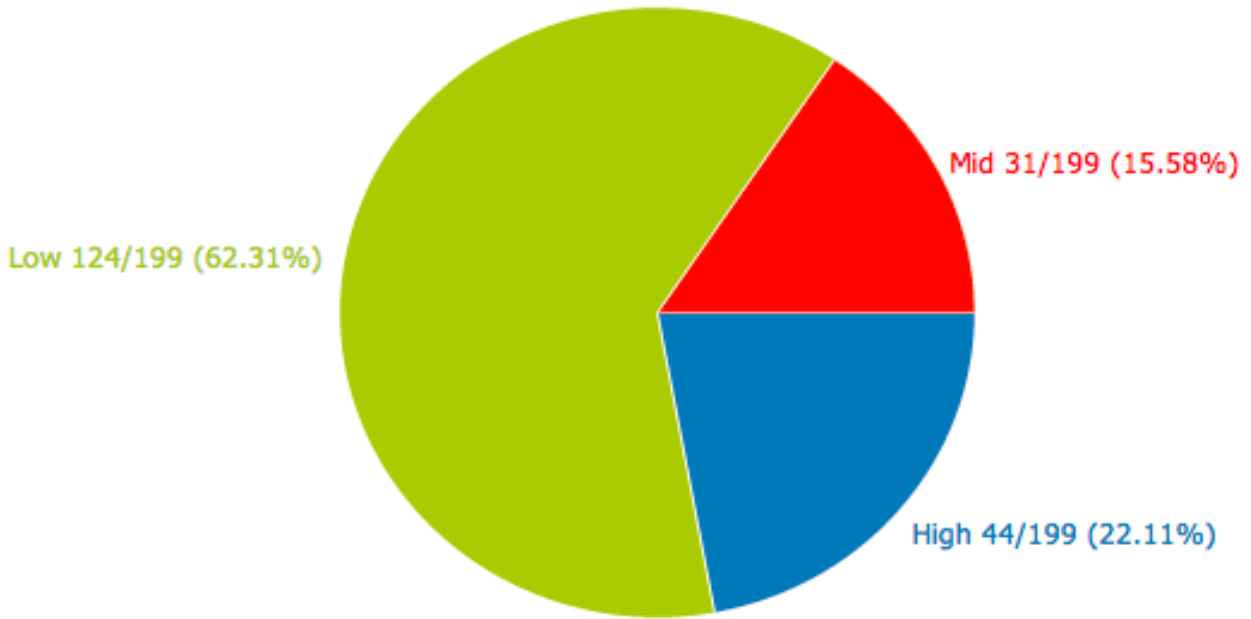
EMPL_BASIC_WAGE [CZK]

Employee Performance Rating
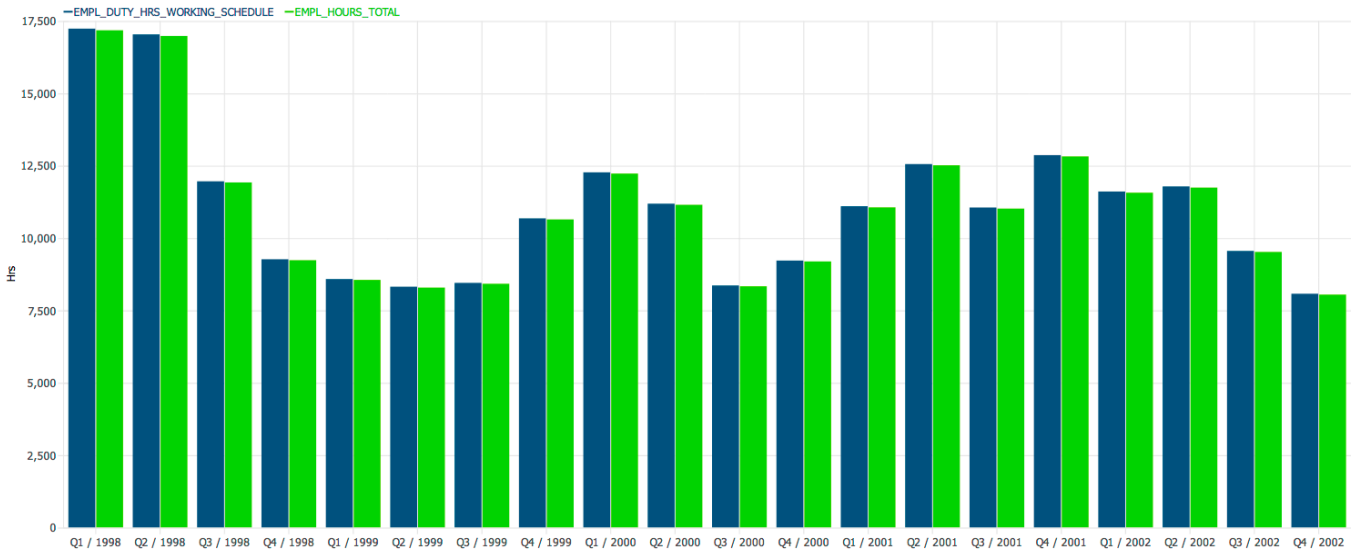
Drill down by: **Performance Rating** ▲

No. of Employees ▲

Mid 31/199 (15.58%)

Low 124/199 (62.31%)

High 44/199 (22.11%)

Completed hours vs. scheduled hours of work

Drill down by: **by Quarters** From Q1 / 1998 to Q4 / 2002

EMPL_DUTY_HRS_WORKING_SCHEDULE [Hrs], EMPL_HOURS_TOTAL [Hrs]

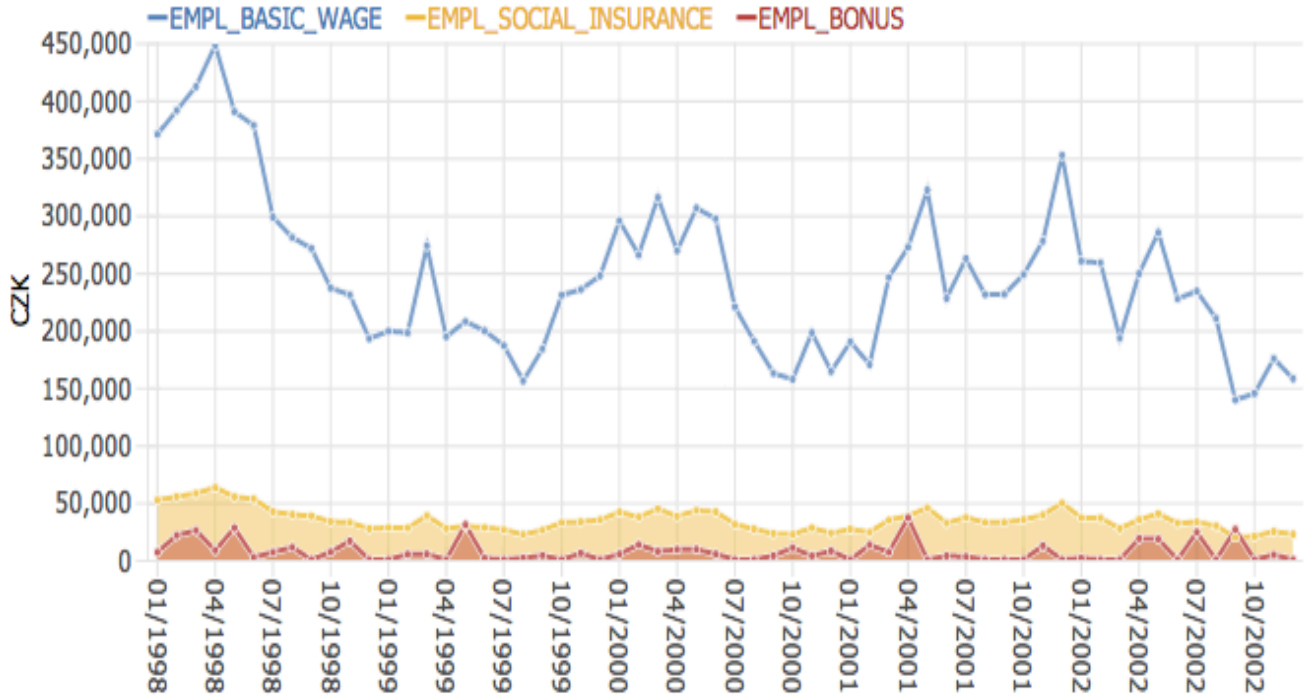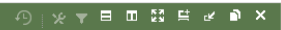— EMPL_DUTY_HRS_WORKING_SCHEDULE — EMPL_HOURS_TOTAL

Wages, bonuses and insurance in time

Drill down by: **by Months** From 01/1998 to 12/2002

EMPL_BASIC_WAGE [CZK], EMPL_SOCIAL_INSURANCE [CZK], EMPL_BONUS [CZK]

— EMPL_BASIC_WAGE   — EMPL_SOCIAL_INSURANCE   — EMPL_BONUS

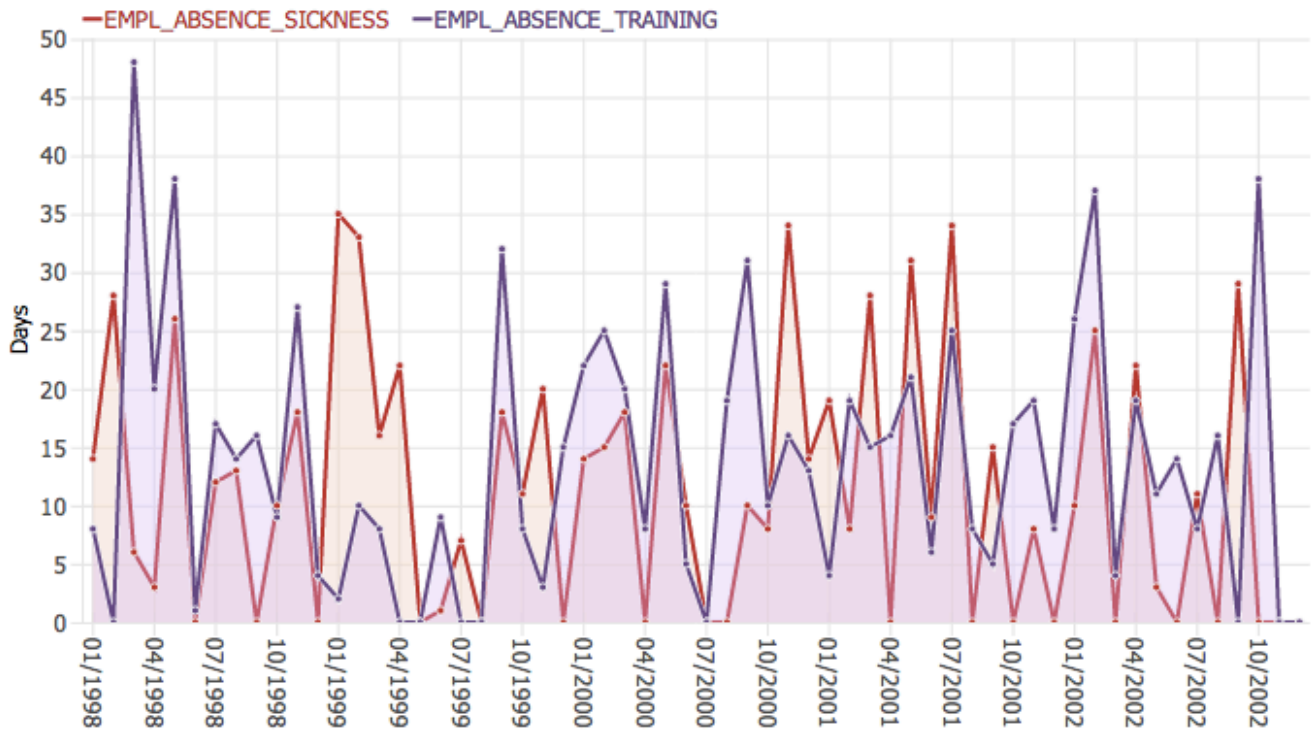**Development of wages**

VV_1		fference fact actual - month last year	Index fact actual / month last year	01/2013 - 10/2013	01/2012 - 10/2012	Difference fact actual - accumulation last year	Index fact actual - accumulation last year
Not mines	Basic wages						
	of which: Scale wages						
	Premium pay and additional payment						
	Compensatory contribution						
	Compensation of wage						
	Personnel assessment						
	Bonuses total						
	Bonuses monthly						
	Bonuses target						
	Bonuses quarterly, annual						
	Bonuses leading workers						
	Remunerations total						
	Remunerations extraordinary						
	Remunerations for competition						
	Remunerations other						
	Remunerations for geomechanics						
	Remunerations from additional wages						
	Bonuses and remunerations total						
	Holiday bonus						
	Christmas bonus						
	Remunerations for readiness						
	Wages total without Other personnel costs						

18

Absences (sickness, training) in time

Drill down by: **by Months** From 01/1998 to 12/2002

EMPL_ABSENCE_SICKNESS [Days], EMPL_ABSENCE_TRAINING [Days]

— EMPL_ABSENCE_SICKNESS   — EMPL_ABSENCE_TRAINING
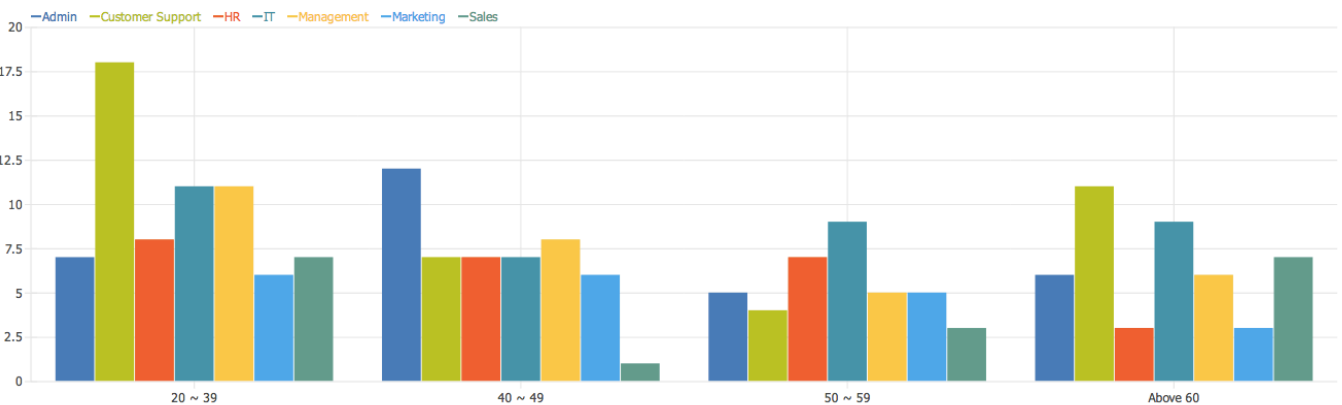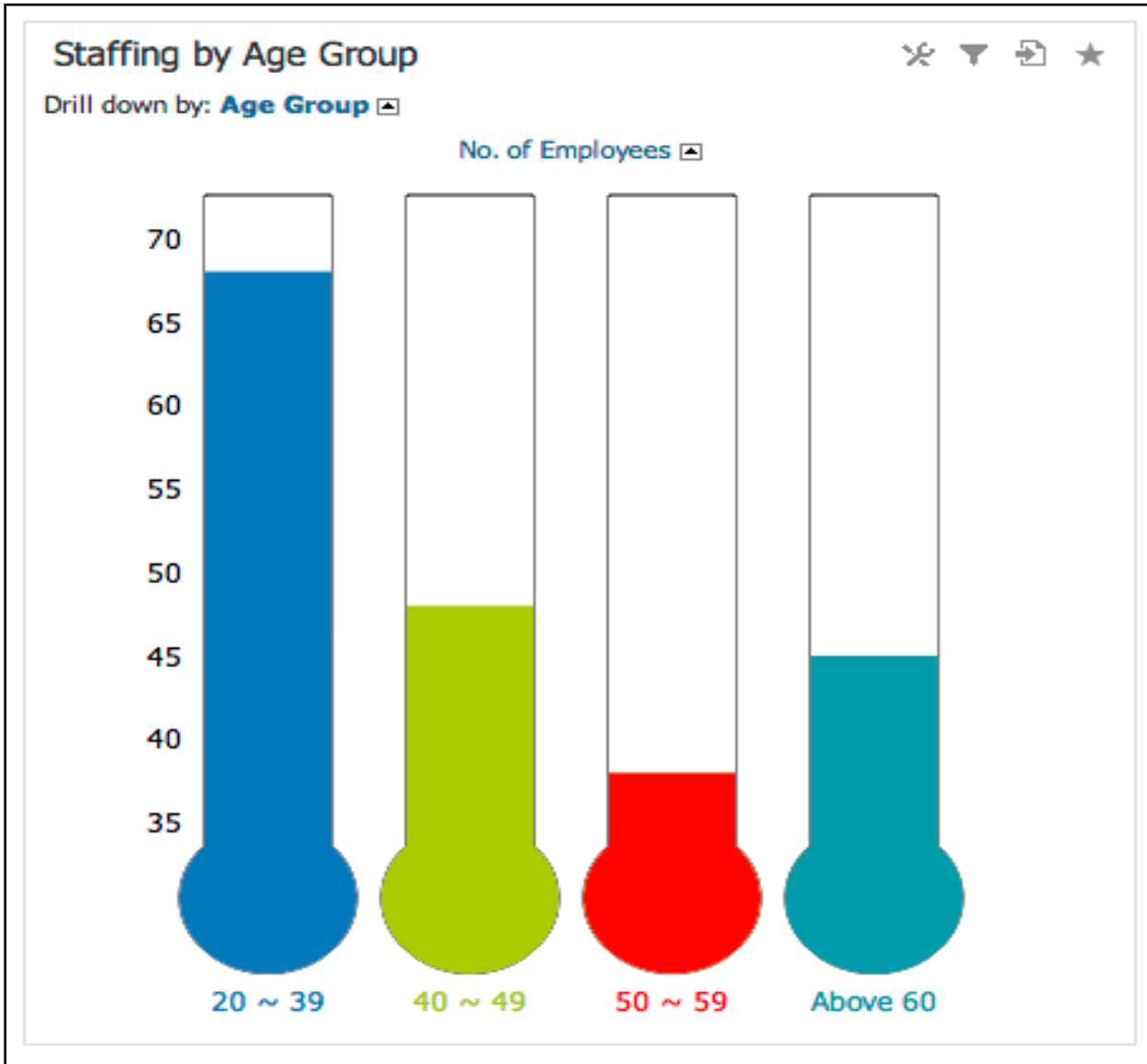

Performance Rating by Department & Age Group

Drill down by: **Age Group** and **Department**

No. of Employees

— Admin — Customer Support — HR — IT — Management — Marketing — Sales

20 ~ 39   40 ~ 49   50 ~ 59   Above 60

Staffing by Age Group

Drill down by: **Age Group**

No. of Employees

70				
65				
60				
55				
50				
45				
40				
35				

20 ~ 39   40 ~ 49   50 ~ 59   Above 60

Development of wages

VV_1

		fference fact actual - month last year	Index fact actual / month last year	01/2013 - 10/2013	01/2012 - 10/2012	Difference fact actual - accumulation last year	Index fact actual - accumulation last year
Not mines	Basic wages						
	of which: Scale wages						
	Premium pay and additional payment						
	Compensatory contribution						
	Compensation of wage						
	Personnel assessment						
	Bonuses total						
	Bonuses monthly						
	Bonuses target						
	Bonuses quarterly, annual						
	Bonuses leading workers						
	Remunerations total						
	Remunerations extraordinary						
	Remunerations for competition						
	Remunerations other						
	Remunerations for geomechanics						
	Remunerations from additional wages						
	Bonuses and remunerations total						
	Holiday bonus						
	Christmas bonus						
	Remunerations for readiness						
	Wages total without Other personnel costs						