ARCORO
THE BRIDGE TO BETTER HR

HR Tech for Construction 101
9 building blocks to manage a construction workforce

What Is HR technology?

Your employees—from the field to the back office—comprise your workforce.

That workforce is dynamic, and there are many processes and touchpoints throughout each employee's tenure with your company.

- Employees get recruited, onboarded, hired and promoted.
- They enroll in benefits, receive reviews and are granted raises.
- They clock in and out every day, sometimes on different job sites.
- They receive training and other learning opportunities, both required and optional.
- They gain and impart institutional knowledge.

All of this requires management, and HR technology offers solutions to help make it easier, more accurate, accessible, equitable and more efficient for everyone—including employees, owners and office staff.

On the next pages we lay out some of the common components of HR technology along with a high-level description.

Applicant Tracking

An applicant tracking system serves as the front-end system for recruiting. It can integrate with job boards, store job descriptions and applicant information, and manage communication with job seekers.

Onboarding

When an applicant is hired, onboarding software helps manage the new-hire experience including capturing all required paperwork either in the field or the office.

Core HR

This is the database of record for all employee information. For example, it stores every employee's name, Social Security number, address, job title, pay grade and so on. Other systems or modules should integrate with this component of HR technology.

Benefits

This software enables employees to enroll in or update their benefits elections. A benefit system maintains employee elections and contributions for payroll deductions and carrier feeds.

Time and Attendance

For variable schedule and hourly employees, keeping track of time worked is a legal requirement. Time needs to be tracked accurately and ideally shared with the payroll system for timely and accurate pay.

Compensation

This software allows a company to model the impact of pay changes across an organization. It can identify potential compliance issues around equal pay and help you benchmark pay to internal and external market data.

Performance Management

Employees expect feedback about how they are doing, whether it's annually or project-based. A performance management system records performance goals and input to help managers, employees and the company succeed.

Learning Management

A learning management system or LMS is used for both delivering and tracking training. This includes both career development and mandatory training such as OSHA courses. An LMS enables you to maintain and easily access records of employee training, and it also helps identify people who have specialized skills.

Succession Planning

Employees are looking for positions where there's opportunity to grow and advance, and succession planning software helps companies nurture and advance talent. It can also help identify areas where employee attrition means the loss of vital experience or institutional knowledge. For construction companies where seasoned employees are retiring every day, formal succession planning can be a necessary tool.

Manage your workforce accurately and efficiently with HR technology.

If you have employees, you've got a workforce to manage.

Do it more efficiently with the right HR tech.

Not every construction company or contractor has the same needs so it's important to understand the different components of HR technology before you get started.

Hopefully, this overview gave you some good foundation, but if you want more in-depth information, **check out our HR Tech Buyer's Guide.**
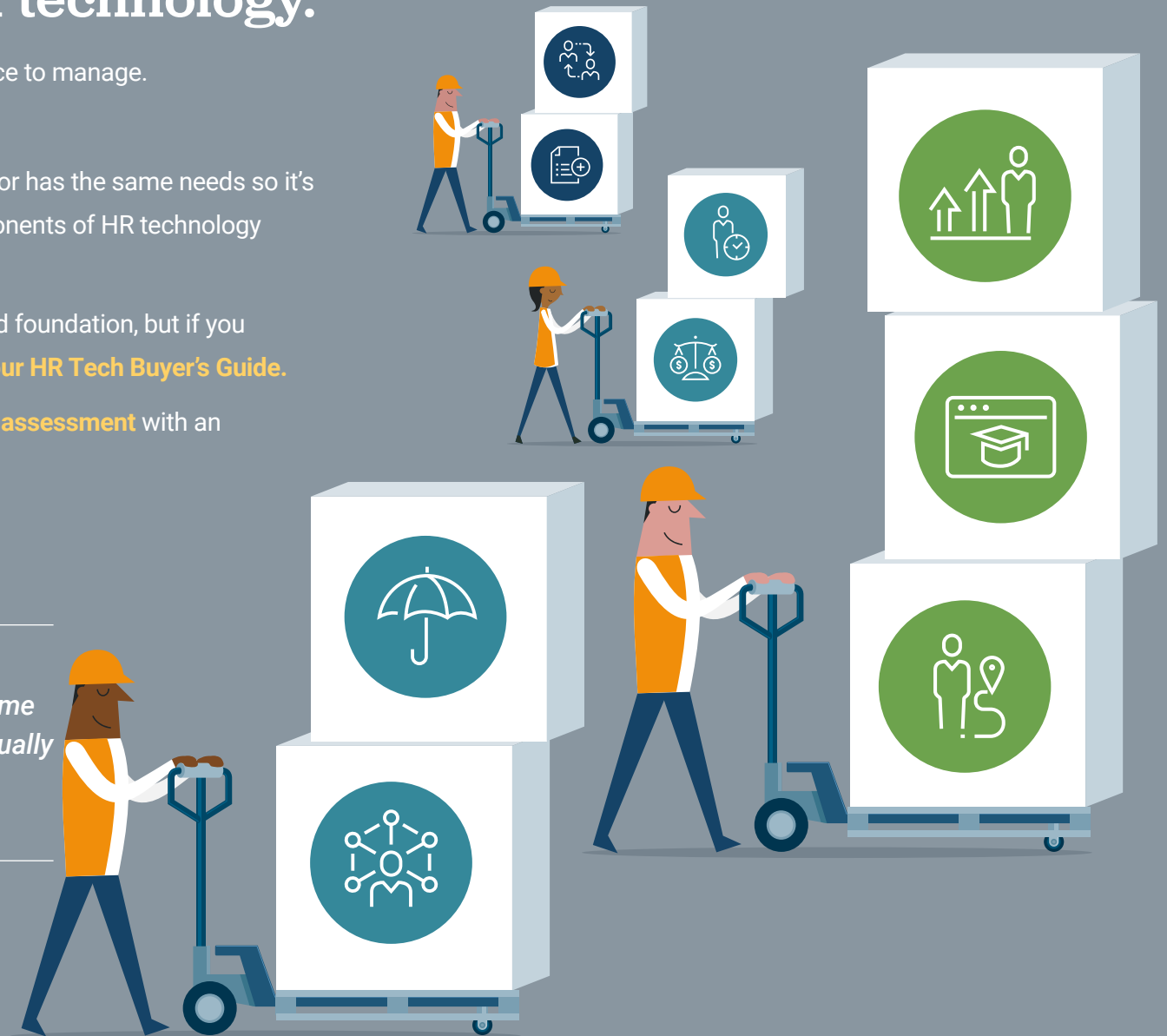
Or you can **schedule a free construction HR assessment** with an Arcoro expert.
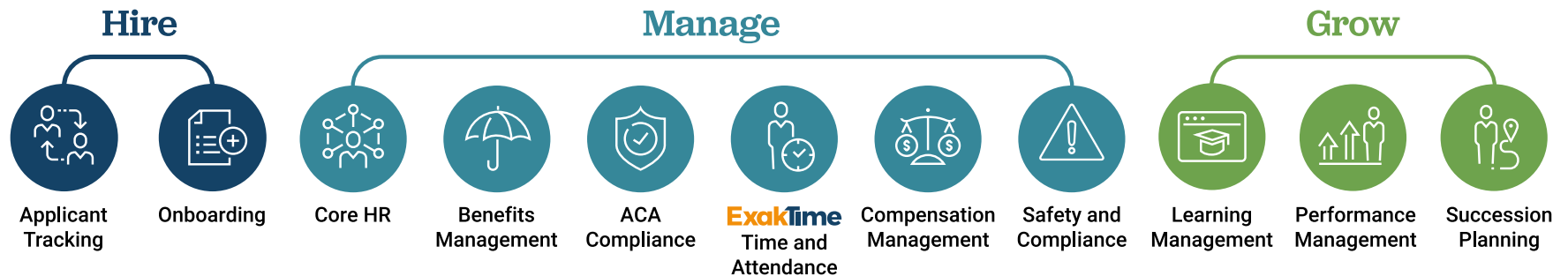
We're here to help!

"Vendors with pre-built capabilities that reflect your industry will provide faster time to value, will be quicker to deploy and usually will be less expensive to support on an ongoing basis." Rebecca Wettemann, Valoir

Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.

Hire

Applicant Tracking

Onboarding

Manage

Core HR

Benefits Management

ACA Compliance

ExakTime
Time and Attendance

Compensation Management

Safety and Compliance

Grow

Learning Management

Performance Management

Succession Planning

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