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Banner® Human Resources

Seamlessly manage every aspect of the employee experience

Recruiting and retaining top talent is a complex challenge. But with the right tools and a strategic, data-informed approach, you can effectively communicate with your candidates and employees, deliver the services they need to perform every day, and recognise and reward superior performance. Banner® Human Resources lets you manage every aspect of HR, from unique payrolls and personnel to budgeting policies and procedures. Recruitment, compensation, position management—you can do it all on this powerful platform while creating a secure and stable environment for you and your staff.

Strengthen administrative capabilities

In education, human resources needs to factor in institutional complexities—whether you're tracking personnel activities, modeling salary and budget adjustments, or managing faculty load and compensation for different faculty ranks. Banner Human Resources is a comprehensive solution that helps HR departments plan and work more effectively, from determining appropriate workforce funding levels to delivering the essential information your employees need to know. Your staff can be more efficient every day thanks to tools that improve faculty administration, compensation, benefits, position control/budgeting, and reporting on employment practices and policies.

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> "Having everything in one place not only helps employees get answers to their questions, it also lets them navigate to find answers to questions they didn't even know they had—and, ultimately, get more information."
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> **JOY HAYWARD**
> Director of Human Resource Information Systems, Seton Hall University

Manage human resources across your ecosystem

Want to improve efficiency across your campus? Good news: Banner Human Resources integrates with other Ellucian applications commonly used by HR departments, including:

- **Ellucian Spend Management**, powered by Chrome River, for travel, expenses, and procurement
- **Ellucian CRM Advance**, to streamline donation processing via payroll deductions
- **Ellucian Analytics**, for new insights, comparative analysis, and informed decisions on employees, jobs, and positions based on Banner data
- **Ellucian Workflow**, for streamlined processes that cross multiple systems, using pre-built templates, an easy-to-use interface for custom forms, and data from the Ellucian Ethos platform

Improve productivity

Updating employee records, answering benefit questions, and other day-to-day tasks chip away at staff productivity. They also limit your staff's ability to deliver specialised services to employees with unique needs. To give your staff more time to focus on those efforts, Banner Human Resources provides employees with self-service options for routine inquiries, changes to personal information, and payroll questions. With the solution's user-friendly interface, employees can:

- Update tax exemption information
- Update addresses
- Update benefits
- Update directory profiles
- Update biographic information
- Complete timesheets
- View payroll and job history
- View paycheck and direct deposit stubs
- View leave history
- View year-end tax statements
- Request time off in advance
- View flexible spending account activity
- Review workload and compensation as a faculty member
- Certify effort performed against research grants

Learn more at **ellucian.com/human-capital-management-software**

Key features

Ellucian Human Capital Management solutions handle key areas such as:

- ✔ Benefits administration
- ✔ Compensation administration
- ✔ Employee relations administration
- ✔ Employment administration
- ✔ Faculty load and compensation
- ✔ Recruiting and talent management
- ✔ Employee training
- ✔ Performance management
- ✔ Health and safety administration
- ✔ Payroll adjustments and history
- ✔ Payroll calculation
- ✔ Personnel services budgeting
- ✔ Position management
- ✔ Self-service for employees
- ✔ Time and attendance reporting

Enable self-service for managers

Banner Human Resources gives managers 24-hour self-service access to their accounts, as well as certain secure information pertaining to their staff. Managers can also use Banner Human Resources to:

- View team member details
- Approve timesheets, leave requests, and leave reports
- Plan salaries
- Plan position budgets
- Manage faculty workload compensation
- Create and view position descriptions
- A new standard in human resources services

Developed with easy implementation and user-friendly management in mind, Banner Human Resources sets a new standard in employee and manager information services. Administrators can deliver immediate and relevant employee information to the campus community and improve secure information flow between users. And with offerings like self-service that your employees expect and need, you can offer them a more modern work experience while maximising their productivity.

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