

# HRTECH

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**HUMAN  
RESOURCES  
MANAGEMENT  
SYSTEM  
EDITION**

# 4HUMAN

**BJORNAR T. ANDERSEN,  
CEO**

**SIMPLIFYING AND  
IMPROVING HR  
PRACTICES  
THROUGH  
INTEGRATED  
SYSTEMS**

## 4human



*The annual listing of 10 companies in Europe that are at the forefront of providing Human Resources Management System solutions and impacting the marketplace*

\$15



COVER STORY

# 4HUMAN

By Hanna Wilson

**H**aving a strong focus on the employee lifecycle process in order to reduce employee turnover is one of the most crucial responsibilities of a business owner or C-suite executive. In the Nordic region, where labour markets are tightly regulated, employers strive to balance power and interests by implementing comprehensive HR solutions to usher in a collaborative environment.

Today, employees worldwide demand a seamless digital experience that uses the most effective tools to allow efficient and time-saving recruitments and manage employee data securely, freeing them up to focus on tasks that add value to the organization.

The numerous easy-to-incorporate solutions that promise to eliminate monotonous HR processes allow for the implementation of innovative employee management practices. New innovative HRM solutions pushes HR departments to continually add fragmentary solutions to their technology stack. Consequentially, the tools meant to simplify HR operations end up doing the opposite.

“It is easy to create a personal register by partnering with various HRM vendors in the market, but if you drill down to the core of how they integrate with pre-existing systems, manage copious amounts of data, its security, and GDPR compliance, not many companies stand a chance,” says Bjornar T. Andersen, CEO of 4human.

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Cementing its position as the market leader of HRM/HCM SaaS solutions in the Norwegian market, 4human delivers solutions that enable enterprises to manage intrinsic functions of the HR process, ranging from sick leave management to performance tracking from a single platform. Carrying decades of experience integrating HRM solutions with organizational systems, 4human offers a flexible HR system that enables clients to manage the full employee journey from Onboarding to Offboarding. It strives to simplify, improve, and streamline HR workflows with integrations across systems in the organization.



**OUR HRM SYSTEM IS THE MASTER WITHIN THIS ORGANIZATION. IT DELIVERS EMPLOYEE DATA TO MORE THAN 70 DIFFERENT SYSTEMS WITHIN THEIR COMPANY**

4human's HRM solution acts as a master system that brings all employee data into one place to create master data, streamlining the flow of crucial information for decision-making.

Registered and maintained in a centralized place, employee and organizational information is seamlessly accessible by other systems through integrations, allowing clients to manage and control all employee information, including payroll systems, active directories, and medical records. 4human automates and simplifies essential HR processes, freeing up the time spent manually updating and maintaining employee data across multiple systems.

Automated data processing allows it to execute effective onboarding and offboarding strategies. The flexible program assists managers, employees, and HR teams in providing real-time progress updates. Candidates are onboarded through the system, which offers automated work agreements based on personal and salary information. This synergy within the entire organization makes employee information available to all departments.

The HRM solution, equipped with intuitive dashboards, enables clients to visualize employee and organizational data and make necessary business decisions according to their requirements.

An example of seamless integration is its partnership with a large airline company in the Nordics with global operations. "Our HRM system is the master within this organization. It delivers employee data to more than 70 different systems within their company," says Bjornar. Adhering to government regulations for data security and linking numerous HR processes from different parts of the airline company, 4human streamlined their operations, resulting in greater workforce retention and increased output.

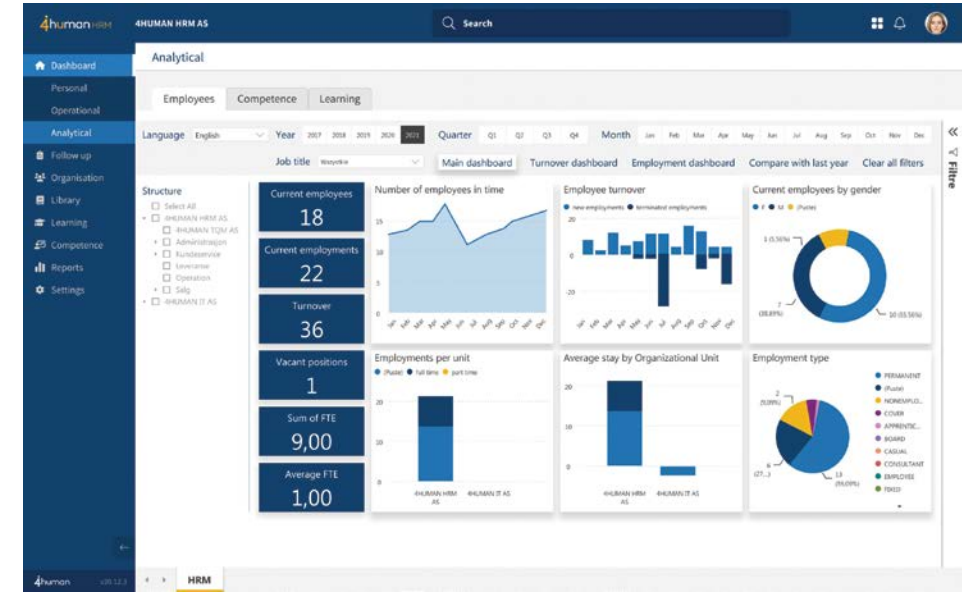
4human enables its clients to define the individuals and groups with access to visualize, maintain, and update master data according to legal requirements. To safeguard the data from unauthorized access and cyber threats, 4human is the only company in the Nordics with certifications on four different ISO standards; ISO 9001, ISO 27001, ISO 27018, and ISO 27701. According to legal requirements, clients can define who and what groups shall have access to see and maintain master data. 4human leads the way for the HRM industry by securing master data and personally identifiable information.

### Sick Leave Management

Sick leaves account for the largest costs associated with human capital for almost every organization. Millions of euros are spent each year to compensate for sick leaves. In Norway, each employee is entitled up to 52 weeks of sick leave. While these policies are beneficial, some employees use more time than required before returning to work.

4human's HRM software has a proven track record of reducing sick leave by one percentage points due to better follow-up during medical-related absences, saving millions of euros for clients. Adhering to the stringent regulations set up by the Norwegian government, which places a large responsibility on the employers to get sick employees back to work, it enables follow-up processes for long term sick leave. The firm sets up a one-to-one meeting with the employee within a week of absence, following up in intervals of three weeks after that. The meetings are adhered to, and the results are shared with the government.

4human has one of very few HRM systems that's integrated with the government and doctors to track and manage an employee's health, providing a holistic overview of workforce absence. When an




employee registers for sick leave on the system, the seamless digital flow of information between the organization, doctors, and the government ensures the organization follows all rules and regulations. Tracking every stage of the absence, in addition to providing access to the government's labor and welfare administration and doctors, 4human creates a proven system of programmatic actions that assists in speedy recovery, ensuring employees return to work within the estimated time.

### Focus on the core HR practices

Unlike the HRM systems specifically designed for HR departments, 4human's platform also creates value for managers and employees, securing a broad adoption in an organization. 4humans extensive customer base of over 1700 active members — more than any other HRM vendor in the Nordics — gives it an edge over the competition.

Its long-standing experience dealing with clients from various industries has enabled it to follow industry best practices. "Following best practices is essential for us. Based on our best practices, we can effectively guide

customers to secure the system's user adoption," says Bjornar. 4human can be integrated with third-party business intelligence programs to personalize comprehensive default reports and statistics related to absence (including sick leave), overtime, user accounts and access, appraisal interviews, and performance reviews - All easily presented in an intuitively Management dashboard. Implementing a business model that minimizes extensive consultancy following implementation, 4human emphasis on core HR practices.

Organizations in the Nordics utilise its solution to increase productivity and their ability to strategically and digitally manage talent, directly impacting the employee experience. Enabling master data through seamless integrations, 4human eliminates fragmentation between tools and datasets, drastically reducing redundancies, inefficiencies, inaccuracies, and wasted time and money. Allowing organizations to manage the entire employee life cycle from onboarding and holidays through performance tracking and offboarding, 4human is now transforming HR practices worldwide. 



**BJORNAR T. ANDERSEN, CEO**

### The Master System of the Organisation

For many enterprises employing millions of professionals across numerous organizations, employee data is fragmented, duplicated, and commonly outdated. This data is crucial for the planning, evaluation, and execution of future business plans.

Pioneering the management of master data, 4human has, for the last 15 years, been at the forefront of the evolution of HR systems. Integrating with every siloed system,

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