



PRIMEBYTE HR

Human Resource and CRM Solution

Overview

We designed Primebyte HR to be the most cost effective, comprehensive, enterprise-wide Human Resources Information Solution available.

Our primary focus is on Human Resources Management for small to intermediate sized organizations although our high tech and supported solution is capable of serving the needs of any sized organization.

Primebyte HR's features, services and tools cover the full spectrum of Human Resource needs, from Recruitment to Contractor Vendor Management, that rival software industry leaders at a fraction of their cost.

Superior Product Functionality

Primebyte HR uses a table of firm-controlled status entries that reflect the steps a firm takes in considering a candidate. Sequence numbers are used to control the order and allow the system to report accurately. Each unique status record per candidate and Posting (status activity record) can have a contact, note and to-do activity tied to it for current and future reference. The system time stamps and captures the originator of each transaction automatically.

Contact & Note Management

Each status activity record allows for contact information and notes to be captured and recalled electronically. This history of each step the candidate goes through gains importance as the process proceeds and after the Posting is filled for all candidates ever considered (recall, future analysis, compliance, etc.).

To-Do Processing

The system provides the ability to create an alert and/or follow up activity to be created with each status activity record.

>> More . . .

Key Benefits

PRIMEBYTE-HR is a comprehensive, fully integrated human resources information management system. It offers the most cost-effective solutions on the market today and highest quality among available tools for managing all aspects of your human resource assets and people related functions.

We are particularly fortunate as local HR practitioners in that Primebyte.com is a KC based company, with products that are developed and administered within our own community.

We believe you will be most impressed with the flexibility and adaptability PRIMEBYTE HR provides you with.

As you consider your current HR processes for recruiting, selecting, hiring and developing employees, Primebyte may assist you in streamlining those processes and by helping you better connect each essential area of managing your workforce needs. Primebyte HR is a system that can compliment or enhance what you are using or have in place today, and it may likely offer a viable option for replacing part or all of your HRIS / Payroll systems.

By improving process efficiencies - helping save you time and resources - the real added value of Primebyte HR comes from improving the effectiveness of your selection and hiring criterion, and then through your ability to more easily administer employment, benefits, payroll and performance management programs.

You will have fully automated, on-line and integrated systems, customized to your organization's needs and desires for delivering easier, more accessible resources and services to your applicants, employees, HR Departments and for management. You will also gain more reliable, valid data for reporting purposes.

“The most cost effective, comprehensive suite of enterprise-wide small business software tools on the market today.”

Contact us for a free product demonstration



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Superior Product Functionality (cont'd)

Candidate Routing

Primebyte HR provides the unique ability to designate the standard process a candidate for a Posting should follow. This is discussed in detail under the heading of Work Flow and generally allows a firm to customize the process they want followed within the organization for a particular Posting. When this process is followed, an automatic alert system from person to person within the defined process is created.

Candidate Pool

Primebyte HR creates a paperless file cabinet of all candidates that doesn't lose its effectiveness, but rather, gains value over time. The system's powerful search engine and unique design of each resume entered makes the candidate pool extremely valuable for re-processing candidates, analysis, compliance reporting, etc.

Typical Uses

Creating the electronic filing cabinet (Candidate Pool) is an extremely important product of the system. A partial list of the most popular and typical uses might include:

- **Bulletin board usage** to populate large volumes of candidates can be easily accomplished by creating a record (3 initial points of data), pasting in the text resume, and then parsing the text (creating a database entry).
Multiple candidates can be entered in less than a minute, making each resume accessible to the system's powerful database search engine from that point forward.
- **Compliance source** to demonstrate qualifications of candidates applying (according to source codes) and the actions taken to eliminate any bias (gender, race/ethnic, processing, etc.).
- **Asset base** with documented actions previously taken that minimizes the effort needed for re-consideration and/or re-processing.
- **Survey source** which can be used for analysis covering a wide variety of topics.

Resume Web Entry

Primebyte HR is a web recruitment system that is easily integrated with a firm's existing website via the "Careers" link. It allows Postings (job requisitions) to be viewed by potential applicants after they have entered a resume into the system thus putting the burden of entry on the candidate. The system is also designed to enable "walk-in" candidates to enter an application. Easy to follow, step-by-step instructions are provided within the system.

Candidate Application

Once an application (database resume) has been entered, the applicant may view and apply for Postings they are qualified for. The system encourages the candidate to conform to its architecture by presenting the data in the format the firm is looking for.

Unique Features

Populating / Entry Support - Parsing

A unique feature that Primebyte HR provides to anyone entering (or maintaining) a resume on the system is its ability to interrogate text data of a resume and generate database entries for skills, degrees and certifications.

Called "parsing", this feature speeds up entry and provides controls (by the firm) on data entered.

- Skills are grouped according to industries (both controlled by firms).
- If the firm designates a skill as "high use" (important), the parsing routine will look for that skill within the body of text pasted (attached) to the database resume being created.
- It can then quickly be modified to reflect the accurate competency and experience level achieved.
- Parsing will also look for degrees and certifications (within industries) that match its table entries.

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