

# 3 Reasons Why a Modular Approach to HR Makes Sense for Construction Companies



## It's all about working smarter, not harder

Whether you're a company with 50 employees or 500, you have to hire them, track their time, pay them and manage their information.

None of this is easy, and it takes time.

There are software solutions that help employers manage their workforce, but most of them are designed for jumbo companies. They aren't always affordable—or even appropriate—for smaller organizations.

And, they certainly weren't created with the unique needs of construction and contracting employers in mind.

The result is that many construction companies rely on manual workarounds like paper timecards or spreadsheets to do HR work that could be completed much more accurately and efficiently with technology.

It works, but it burns up valuable time and may mis-use resources, and it could introduce unnecessary risk into the process.



## Good software is the ultimate multi-use tool for construction HR.

Being smaller has its advantages. You can be more agile than a huge company. You can also be more hands-on...but that isn't always the smartest move.

In fact, being hands-on with necessary HR tasks likely means someone in your company is spending time on things that could be done more efficiently with HR software.



# You may think HR software doesn't make sense given the size of your workforce.

Given the market for HR technology, it can seem like solutions are only available for gigantic companies whose thousands of employees work in offices or telecommute.

Many HR technology solutions require you to buy the whole set to get the few tools you need.

That's why a modular approach to HR technology makes sense for many construction and contracting companies.

Here are three reasons why a modular approach can get you what you need when you need it.

1. You can right-size the solution for what you need.
2. It minimizes the cost of managing your workforce.
3. You can future-proof for emerging HR needs.



# How does the concept of modular apply to construction HR?

Construction and contracting companies have some specific challenges. Here are just a few:

- Ramping up hiring efforts for busy times of the year
- Onboarding new employees at a worksite
- Managing a field- and office-based workforce
- Ensuring compliance with licensing and training requirements
- Managing project-based performance

*A modular approach tackles each of these issues with individual module solutions that work alone or together.*

What makes a modular approach so great is that it allows companies to select the features that are appropriate for them. Take a broad view of your requirements, narrow it down to the features you need, then pick a module or two.



# Let's take a quick look at modules that support hiring employees, training them and managing their performance.

A hiring package consists of two modules, an **Applicant Tracking System** (ATS) and **onboarding**.

An **ATS** can work on its own but is much more effective when paired with an onboarding solution. The modules used for hiring and recruitment should provide a centralized and streamlined process for creating job requisitions and customizing job-specific questions, along with an out-of-the-box recruiting portal.

An **ATS** can publish job postings to leading national and niche boards and social media sites with just a couple of clicks and it can automate compliance by helping you follow federal hiring regulations.

An **onboarding** module eases new employees into your organization and helps your organization make a good first impression. Many of the new employee onboarding steps can be automated to minimize paperwork and save time, such as user accounts, badge access, training and more. An onboarding module allows new hires to complete their onboarding paperwork on-site or even before day one on the job.



## Ensure employees have the right training.

A **learning management module** enables HR to provide and track training completions and certifications for compliance.

A learning management system gives companies the ability to upload customizable learning plans and it can also provide online content. Construction companies can upload specific training for areas where a skills gap might exist. The module also supports required training, like sexual harassment, that can be assigned and accessed through the employee portal, 24/7. Courses on diversity and inclusion, OSHA regulations, safety, leadership, ethics and more help maintain training compliance.

Using an online learning management system means fewer expensive on-site trainings where you have to find space, hire an outside trainer or take an internal expert away from their job.



# Help employees perform at the top of their game.

**Performance management software** supports construction companies by recording their job descriptions, employee training and annual reviews in one convenient location. This software automates the performance review process, tracks personal goals and company KPIs. It also manages the completion of training and certification programs. Performance management also offers robust reporting for compliance, real-time monitoring and 360-degree feedback including project-based reviews.





# Investing in a modular HR system gives construction companies more flexibility than purchasing an expensive Human Resource Management System (HRMS).

A modular HR software solution provides construction companies with multiple options and the ability to customize. You only pay for what you need, and you get an HR solution designed for the construction industry.

In addition to hiring, performance and development, Arcoro has other HR modules that help companies manage and grow their workforces. These include:

- Core HR to manage employee data
- Time and attendance tracking with a mobile app, rugged time clock or site-based kiosk
- Benefits and ACA administration
- Compensation
- Succession planning

With built-in integrations to over 300 partners, Arcoro's system can be scaled to meet your company's emerging requirements. It can be integrated with ERP systems, insurance carriers, payroll processors, business intelligence applications and much more.



# Build Your Own HR Solution with Arcoro

Arcoro's modular HR solution for construction can help you recruit, onboard, train, develop and promote your workforce. Unlike one-size-fits-all solutions, with Arcoro you buy only the modules you need and can add on over time if your needs change.

This modular approach gives you access to the HR solutions you need today and can grow with you to meet your needs tomorrow. By leveraging HR technology construction and contracting companies can save time and money and focus more on their core business.

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*Want more information about the importance of HR technology for construction companies? Download our e-book.*

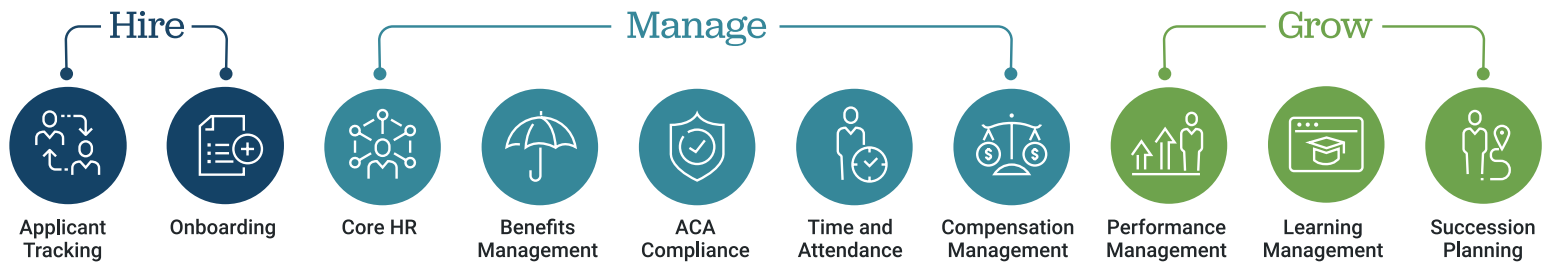
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Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.



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