



## Effective Labor Relations for Franchise Groups

Often, it's not a question of administering labor & employee relations processes on behalf of franchisees, but rather establishing an overall group policy which a franchisee must follow.

The fairness with which employees are treated within the franchise group often has a direct impact on brand value. Risky and non-compliant labor & employee relations processes have a potential adverse impact on the group.

Geographically spread businesses with franchisees at various levels of understanding of labor & employee relations, often renders the group policy impossible to maintain.

erNavigator Cloud Essentials + Groups allows all franchisees to align and operate automatically in

accordance with the Group's labor & employee relations policies and requirements.

Each franchisee accessing the system is guided to follow compliant and fair processes, non-compliance is automatically highlighted and isolated.

- ✓ Improves the Franchisors overall labor & employee relations profile and reduces risks
- ✓ Empowers franchisees to practice compliant and fair labor and employee relations with confidence.
- ✓ Reduces operating costs at group level by reducing the requirement for resources to be allocated to these tasks, yet still guaranteeing group compliance
- ✓ Provide franchisees with a cost effective solution that avoids costly professional consultants and legal services and avoids expensive mistakes.

## Capable Labor & Employee Relations Software

- Improves decision making capabilities by automatically considering all localized legislative requirements
- Guides users through complex and high risk procedures, by delivering relevant contextual information
- Digitizes all paper-based and off system processes
- Increases efficiencies by automating and simplifying routine tasks.
- Promotes process effectiveness and quality by continually governing and measuring consistency, fairness and compliance
- Extends control by centralizing data and providing on-demand powerful reporting and analytical capabilities, shifting the organisation from a reactive to proactive outlook.