



## *Case tracking vs proactive case management.*

Welcome to the erNavigator Cloud Corporate introduction series.

In this document, we will highlight the important distinction between traditional HR systems, which only capture limited labor relations case information after the fact, and the erNavigator labor relations platform, which not only captures information in-real time but also provides all the technology needed to implement and maintain best practice labor relations processes across an entire organization.

Traditional HR record keeping systems are designed to capture limited labor relations case information, such as the status of a case and its eventual outcome, for record keeping purposes only. This is normally done by selecting static information from a series of drop-down menus. The more case information that is required to be reported, the more drop-down menus there are that need to be populated.

Typically, case information maintained in traditional record-keeping systems is only updated after the action has taken place or after the case has been completed. This means that the information included in these reports is always after the fact.

These systems also provide limited functionality to help move the organization away from legacy, paper-based labor relations processes to more modern, online digital processes.

As a result, labor relations staff often struggle because they:

- only become aware of problems when it's too late,
- find that poor decisions are being made because staff don't have the same level of labor relations knowledge or experience,
- struggle to ensure compliance with multiple policy and legal requirements across multiple locations, and...
- can't seem to find the right case information or generate meaningful reports.

Using a system that captures limited labor relations case information after the fact adds little value. Processes are still manual, and all of these problems still remain.

...the bottom line is, if you're still using a traditional HR system to record your labor relations cases, you're getting very little return for a whole lot of investment.

**The erNavigator Cloud Corporate platform transforms the management of labor relations in 4 unique and important ways, by:-**

- ✓ Digitizing, automating and enhancing labor relations processes and tasks
- ✓ Reporting a complete picture of case activities in real time
- ✓ Empowering end-users and line managers to make the right decisions, follow the correct processes and complete all the required tasks
- ✓ And monitoring policy and legal non-compliance across the entire organization in real-time.

erNavigator does this by combining digital case management, automated workflows, best-practice processes, and productivity features.... together with a comprehensive, regularly updated knowledge base of policies, law summaries, case law, forms, instructions, and guidance.

The erNavigator Cloud Corporate platform is an innovative and cost-effective software as a service solution, designed to move your organization away from risky, paper-based, reactive labor relations processes to a fully digital, proactive labor relations environment.

**erNavigator - 1 platform to achieve the labor relations dream.**

## Digitize, Report, Empower and Monitor

**erNavigator**

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