

Who We Are

Culture Up HR Solutions provides project-based or long-term fractional HR Manager services that can be tailored to meet the needs of your business. Whether you are a new start-up organization looking for guidance on policies, creating handbooks, training, or you are looking for help on attracting and retaining the best talent, there are solutions just for your business.

What We Do

People Solutions

Skills & behavioural assessments, talent acquisition, handbooks and policies, performance management strategies, HR and Health & Safety compliance, fractional HR manager services

Culture & Engagement Initiatives

Engagement surveys, Diversity/Equity/Inclusion strategies, communication strategies, employee experience initiatives

Technology Solutions

HR/ HCM (Human Capital Management) technologies, applicant tracking software, digitize HR processes, onboarding software



Flexible HR outsourcing solutions & people management software designed for Canadian businesses!

What is a Human Capital Management (HCM) System?

Also known as an HRMS, is a comprehensive, end-to-end HR technology solution that helps organizations manage the entire talent lifecycle from talent attraction to performance management. Most HCM systems are hosted on the cloud and do not depend on an organization's internal IT infrastructure.

What can an HCM solution do for your company?

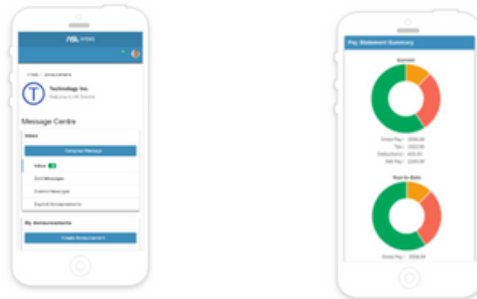
An HCM solution will manage core HR functions such as payroll, time and attendance, leave management, and benefits. It allows employees to be managed continuously and effectively with various modules that increase overall engagement.



Product Features

- Support for global operation
- Enhanced security and role access
- Automation of repetitive tasks
- Comprehensive & configurable:
 - Job evaluation
 - Compensation
 - Benefits
 - Performance Management
 - Succession planning
 - Health & Safety
 - Compliance, and so much more!
- Configure and manage multiple benefit programs such as health and RRSPs

Self-serve Features



- Realtime collaboration including InMail and announcements
- Employment verification
- Employees manage own data e.g., time off requests, learning, benefits, contact information (own & emergency)
- Review internal postings
- View pay statements
- Complete performance reviews

Onboarding

- Onboard employees in virtually any language while complying with local regulations
- Send paperwork and other documentation to new employees before they start work and enable collection, acknowledgement, sign-off and data capture electronically



Data & Analytics

- Improve Business Performance
- Ability to monitor impact of recruitment factors such as time-to-hire and quality-of-hire; compensation factors such as performance pay and overtime; turnover factors such as vacancies and succession to improve business outcomes
- Turn Data into Knowledge
- Pre-built Metrics & Predictors
- Customizable dashboards

Predictive Hiring Technology

Professionally developed and validated pre-employment testing offers an objective, consistent, and reliable method to collect valuable insight on the capabilities and personality traits of potential new hires.



Psychometrics & Behavioural Profile Assessments

Gives employers the opportunity to evaluate the personality or temperament of applicants. Provides in-depth information in relation to character or talent traits including:

- Assertiveness
- Communication skills
- Confidence
- Decision-making
- Stress management + many more!

Sales Aptitude

Provide employers with an in-depth appreciation of a candidate's viability for a specific sales role in their organization. Provides scores in important sales-related elements, including:

- Sales ethics
- Client suitability
- Presentation skills
- Cold-calling abilities
- Telemarketing abilities
- Overcoming objections
- Closing & securing the sale

Math & Verbal Skills

Used to assess a candidate's aptitude relative to their math and verbal skills. The context of these questions addresses such elements as:

- Math:
 - Multiplication
 - Problem-Solving
 - Percentages and discounts
- Verbal:
 - Spelling
 - Word meanings & definitions
 - Sentence structure and grammar



IQ Testing

Serves as an indicator of how well the individual reasons and solves problems, a vitally important facet to their success in the workplace.

Results of these IQ tests will demonstrate the applicant's ability in many critical business-related and problem-solving skill areas, such as:

- Retention of information
- Applying mental reasoning
- Formulating sound conclusions
- Making good & appropriate decisions
- Analyzing and organizing information effectively



Are you interested in moving your business forward? Contact us today for a no-obligation consultation and product demo.

Contact Us



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