

Arcoro: Choosing the Best HR and Workforce Management Software

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By Vipin PG | Published September 9, 2024 | Updated September 18, 2024 | Format: Article | 4 min read

In brief

Choosing the best HR and workforce management software for construction means looking for a solution that handles recruiting, onboarding, employee data management, compliance tracking, and workforce deployment in one platform.

Do you know that human resource management is not just for office workers but also for construction firms? They play a very important role in the industry, and they help promote safety and regulations compliance in every project available.

When the company needs to finish a project, they are responsible for hiring the staff needed and attracting the top talents from a pool of candidates. Selecting the ones that come with the newest technology and software can also help. Here's what you need to know about the roles in construction.

What Do They Actually Do?

You need professionals who are already familiar with the jobs in construction, whether it's engineering, carpentry, masonry, architecture, and many others. You might also need someone who knows how to determine whether a candidate will be categorized as skilled or unskilled labor. Others will know how to handle seasonal or temporary workers when there is an influx of projects available, and they will also draft union agreements for the betterment of the company.

They are going to recruit and train the newly hired people, and they will deploy them in the right projects. Expect them to be able to pull out people or put more in depending on the budget and the timeline of a specific construction project.

Assessing Industry Experience and Knowledge

Learn more about how long they have been in business and whether they really know how to screen candidates and go through their resumes. They will do a thorough evaluation and look for a proven record of the applicants in the field of construction. Others may also have easy-to-use Arcoro software like <https://arcoro.com/> that can help manage the workforce and make sure that the onboarding process is quick. Expect them to implement proactive solutions when needed as well.

There are a lot of functions that HR software can handle, including organizing employee data and creating workflows. They can also gauge possible employee satisfaction and monitor all the charges for a more accurate audit trail. Custom reports may also be reproduced so the owners can create decisions based on data-driven insights. There's also a significant improvement in employee data and their existing documents.

Evaluating Technical Skills and Competencies

Select the ones with the competencies and technical skills that will result in more success. Knowing the materials involved, as well as the specifics of a particular job can definitely help. They are going to allocate the right number of men to a job site, and they can also track absenteeism in the process.

Overall, they will do their best to fulfill the headcount every single day and send a replacement whenever necessary. They are also well-versed with the safety regulations that you can find out more here, and best practices in construction.

Reviewing Education and Professional Certifications

Choose the ones who have the education and skills to hire people on-site. They should have passed relevant exams and have certifications, so you're confident that they really know what they are doing. With a background in business administration and construction, you can definitely find the success that you're looking for in the right HR personnel.

Certifications from the SHRM-CP will mean that they have core competencies to do the job well. They were able to advance their careers and demonstrate their commitment to continuous learning, which is essential to do their job well. You can also expect them to know other HR-related duties and be strategic in their current roles.

In the construction industry, specific certifications related to safety and compliance, such as the OSHA Construction Certification, can be particularly valuable. You know that they will be able to allocate the right resources for the safety of everyone involved.

Solve Problems while on the Job Site

Construction can be dynamic and fast-paced with a lot of challenges that can arise in the most inopportune time. With the help of the right experts, you can expect them to excel in the field quickly and be able to adapt to various circumstances.

During the selection process, consider how the HR candidates have handled complex situations in the past. Ask them to provide examples of how they've resolved conflicts and implemented changes in response to new regulations or project demands.

Prioritizing Communication and Interpersonal Skills

HR professionals must be able to talk about the company policies and onboard the new hires in the best way possible. They will also set expectations and get feedback from the workforce to improve some of the current practices in the workplace.

They will also need to have smooth interpersonal skills because they are the go-to people of many workers when there are issues. You can also expect them to be skilled at conflict resolution and be able to build strong relationships with employees. This is going to help in issue resolution before it escalates.

References

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