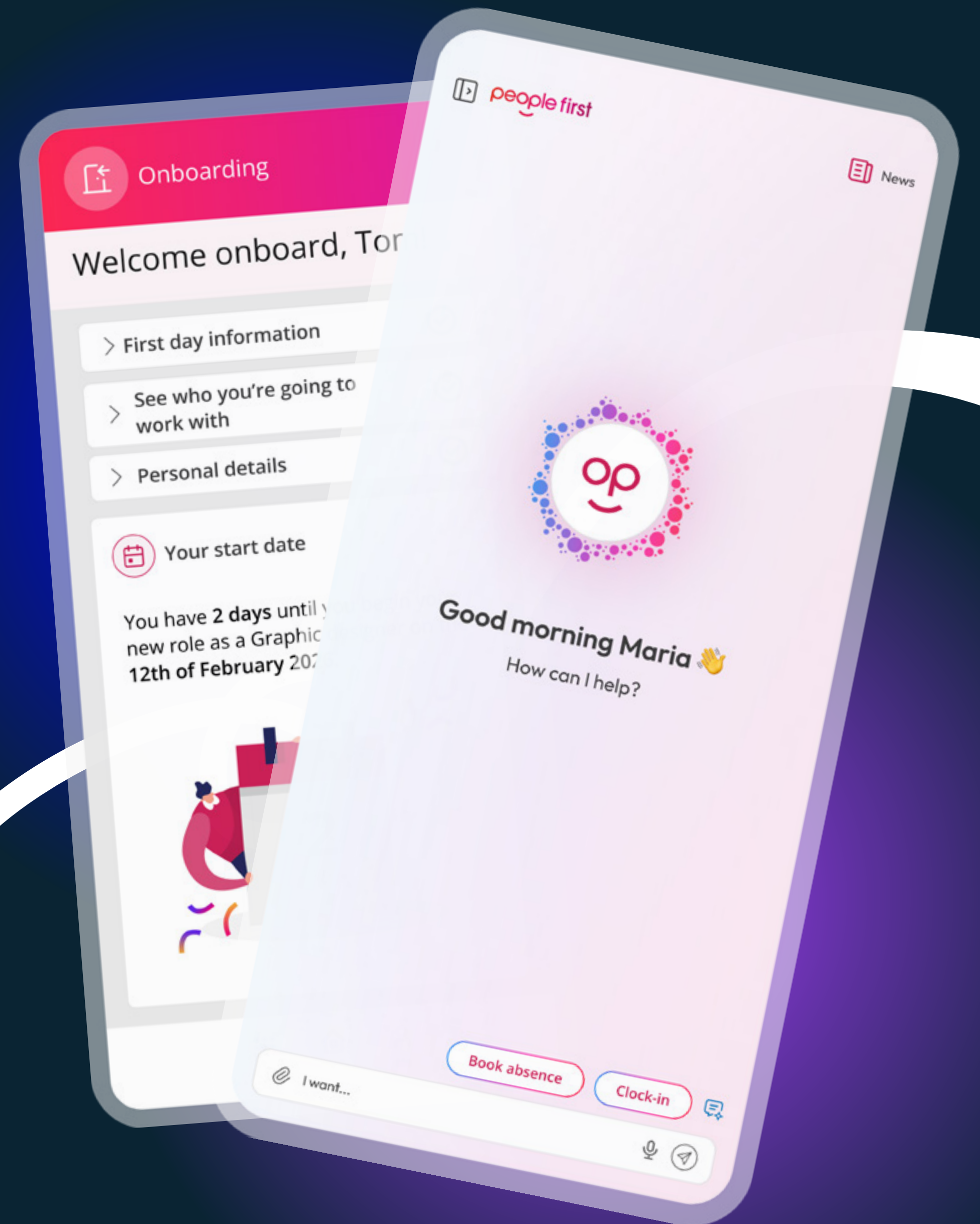




The All-in-One HCM

Built for performance, compliance, and engagement

Organizations are buckling under fragmented systems, rising compliance risk, and disengaged workforces, which are slowing growth. People First replaces disconnected tools with a single, AI-powered HCM platform designed to simplify complexity and drive measurable performance.



Core HR:

Your operational backbone

Eliminate administrative burden while ensuring audit-ready compliance across federal, state, and local regulations.

What you get

- Centralized employee records with full audit trails
- Multi-state compliance automation (ACA, COBRA, I-9)
- Advanced leave and case management (PTO, incident tracking)
- Real-time reporting and compliance exports
- Role-based security encryption

Why that matters

- Reduce compliance risk and avoid costly penalties to your reputation and your bank account
- Eliminate manual admin and duplicate data entry, saving hundreds of hours
- Maintain a single source of truth across HR

With People First, your teams stay ahead of regulatory change without manual effort.

HR features



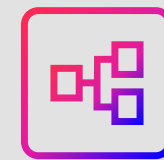
Employee self-service



Mobile app



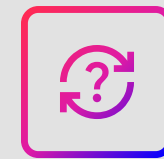
Employee records



Organization charts



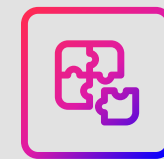
Policies



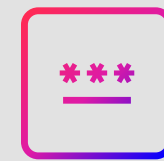
AI policy Q&A assistant



Case management



Resources

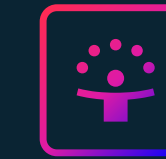


SSO

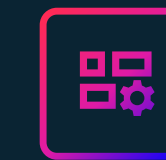
Insights features



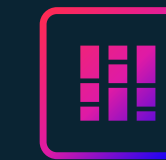
Natural language Q&A insights



AI sentiment analysis



Personalized dashboards and action plans



Engagement dashboard metrics and trends



Engagement:

Turn culture into a performance driver

Solve disengagement and retention challenges with embedded, measurable engagement tools.

What you get










- Social newsfeed and communications hub
- Peer recognition and milestone tracking
- Employee feedback, surveys and eNPS
- AI-powered sentiment analysis
- Community groups for disconnected teams

Why that matters





- Increase retention and reduce burnout
- Improve productivity through real-time engagement insights
- Strengthen culture across hybrid workforces, no matter where people are working, they'll feel part of one team

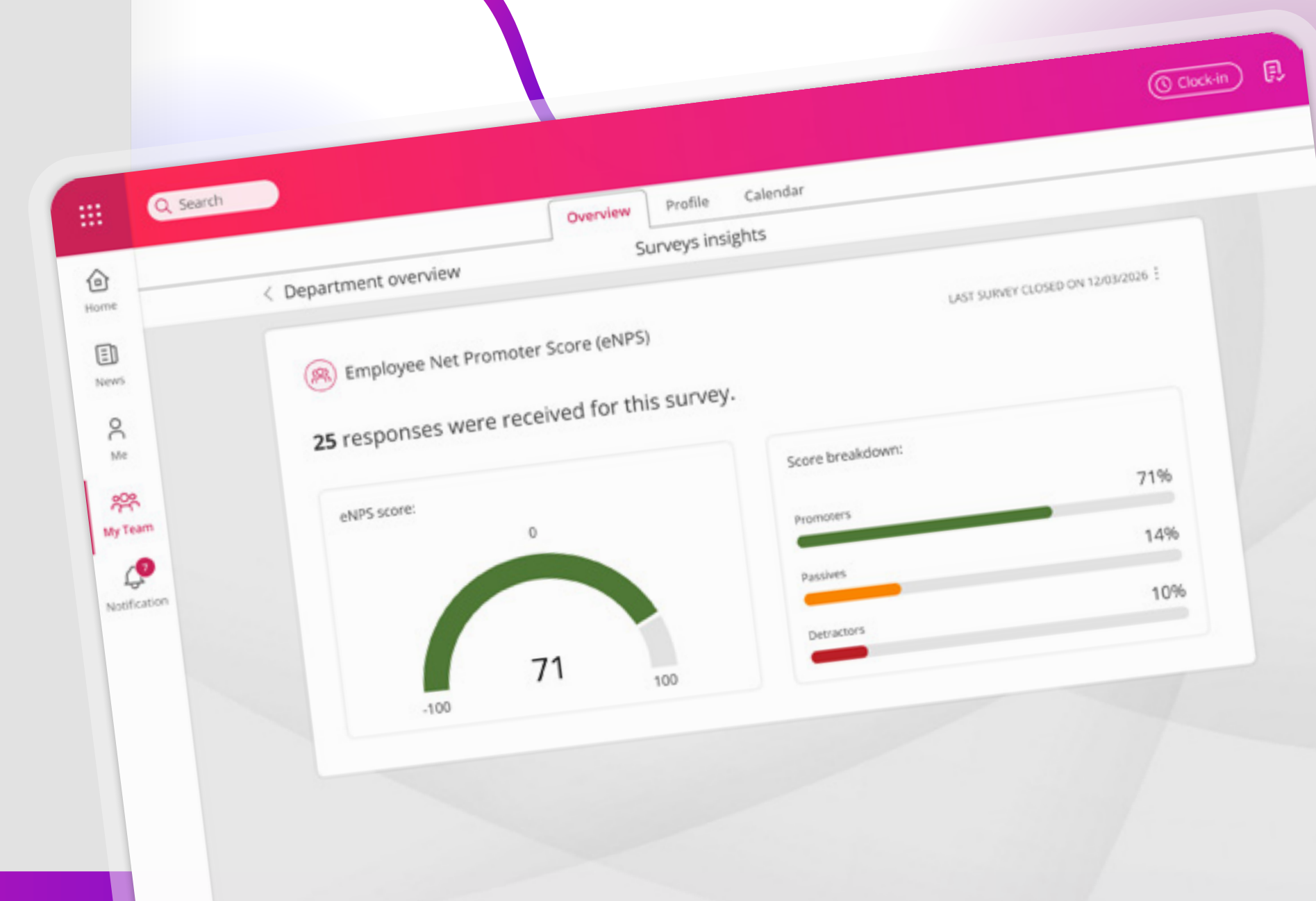
Engagement features are deeply integrated into HR and talent workflows, enabling continuous feedback loops and culture decisions backed by real numbers, not feelings.

Engagement features

-  Social media style news feed
-  Employee reactions and comments
-  Social groups and micro communities
-  Employee recognition and awards
-  Correspondence and e-signatures
-  Benefits enrolment, tracking, and reporting
-  Benefits digital wallet, card and mobile app
-  Calendar and collaboration tool integrations
-  Points-based rewards

Feedback features

-  Pulse surveys and eNPS
-  Newsfeed posts and announcements
-  Milestone reminders and celebrations
-  Lifecycle feedback (candidate to offboarding)



Talent management:

Hire, develop, and retain top talent

Manage the full employee lifecycle in one system, from attraction to development.

What you get










- AI-powered applicant tracking system (ATS)
- Automated onboarding workflows and document management
- Learning management with personalized pathways
- Performance management tools designed to help you get the most out of each employee
- Career development and succession planning tools

Why that matters



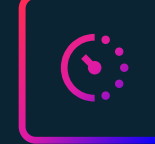

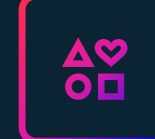
- Hire better candidates faster, so you can beat the competition to great talent
- Help new hires hit the ground running with a boosted time-to-productivity
- Track measurable performance improvement across teams so that you can prove ROI for

One unified talent lifecycle is all you need to finally end fragmentation between recruitment, onboarding, performance, and learning.

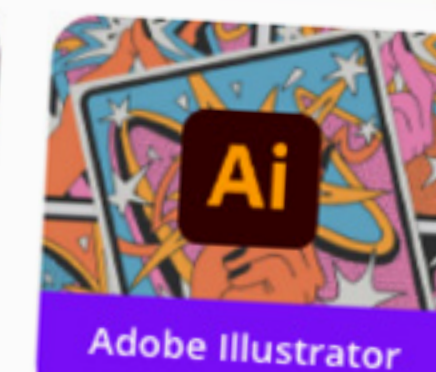
Recruitment features

-  AI screening questions and summarization
-  AI job ad creation
-  Candidate search and self-serve
-  Job matching
-  ATS
-  Authority to recruit
-  Automate recruitment emails
-  Branded job boards
-  Custom onboarding flows

People development features

-  Learning management system
-  Manager enablement and coaching
-  Performance reviews
-  Goals, tasks and career paths
-  Talent pools and profiles

My upcoming training courses



Course name Creative thinking


Course description

Master your creative outlook with this full day course that will help you sculpt your thinking and the way you communicate new ideas to your peers!



Course outcomes (1)

 Adaptability
Good

 Online

Even more features

AI-boosted productivity

Reduce manual effort and accelerate decision-making from your AI people platform. Get instant policy answers, sentiment insights, and hire faster, securely from one place. It's time to automate more work without losing the human touch.

Insightful analytics

Move from reactive admin to predictive workforce strategy embedded in every workflow. Benefit from unified analytics, real-time insights and AI-powered forecasting to spot risks early, without relying on disconnected tools.

Powerful pay and benefits

Simplify pay and benefits with built-in compliance and digital tools. Automate payroll processing, tax compliance and employee support in one place – putting people first with financial wellbeing benefits and guidance.

A marketplace of integrations

Blend and extend your ecosystem with thousands of app integrations. Go live in weeks with best-in-breed tools or keep irreplaceable modules you already use.



Your partner for peace of mind

You can rely on People First for robust security and local expertise to partner with you every step of the way.



People First delivers less admin and happier people from **one unified architecture**.

Time to prove it to you

Book a tailored demo to explore how your organization can unify HR, talent, and engagement. No disruption, no limits.

Trusted by 1,400+ organizations, including:



Danske Bank

Book now >



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