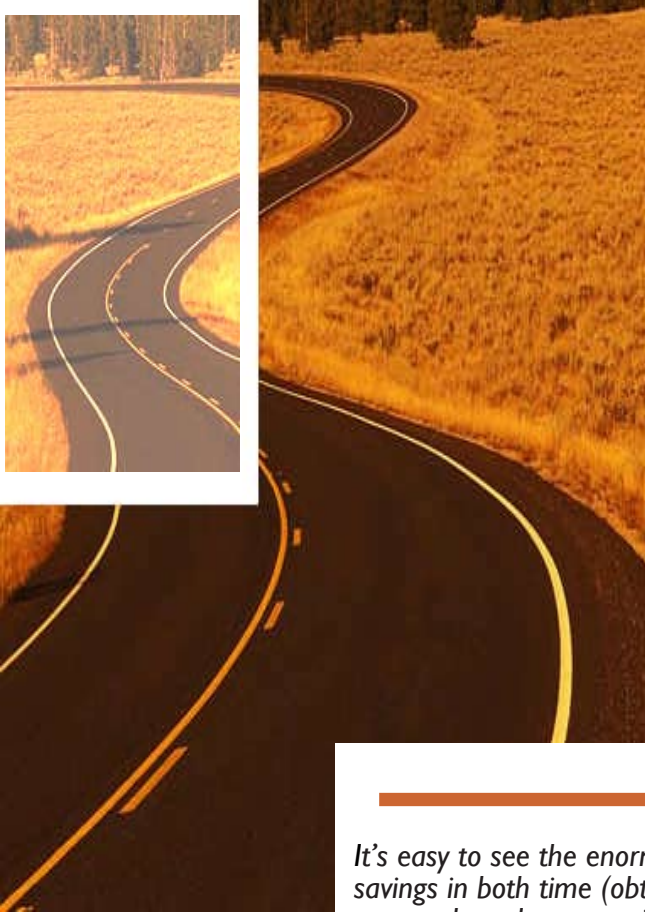




Sensible Solutions for HR, Payroll & Talent Management

# Client Testimonial



## THE STAR FINANCIAL STORY

Headquartered in Fort Wayne, Indiana, STAR Financial Bank holds assets of \$1.7 billion. It operates 46 banking centers throughout Indiana, including the communities of Anderson, Angola, Carmel, Churubusco, Columbia City, Elwood, Fishers, Fort Wayne, Gas City, Gaston, Greenfield, Hamilton, Indianapolis, Kokomo, Marion, Muncie, New Castle, Noblesville, Pendleton, Shirley, South Whitley, Tipton and Upland. The bank's parent company, STAR Financial Group, provides professional services in insurance, trust and wealth management.

## THE CHALLENGE

One of STAR's Human Resources department objectives in 2009 was to improve efficiencies, automate processes using electronic signatures, and become paperless.

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*It's easy to see the enormous cost savings in both time (obtaining approvals and transporting applicant information to managers) and money (with the Elimination of paper job application forms, resumes, and cover letters). Additionally, there is a very user-friendly report writer to monitor applicant activity and satisfy various Federal and State compliance requirements.*

*~Terri David, CCP, PHR  
AVP, Compensation Manager  
STAR Financial Bank*

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## THE HUMANIC DESIGN SOLUTION

### **Applicant Self Service (APSS):**

STAR Financial was able to significantly reduce the large amount of paperflow related to the requisition with an automated workflow process administered through Manager Self Service. Managers create requisitions for new positions, or create requisitions to fill positions that have become vacant. The requisition then flows through an automated workflow approval process. The requisition can be approved through several management levels. Once the requisition is approved, Human Resources is electronically notified to post the position on STAR's web page for external applicants as well as Employee Self Service for internal employees.



The internal job posting process was automated. Employees who wish to post for a job can search and apply via Employee Self Service. This paperless workflow feature notifies Human Resources through a series of emails when an employee applies for a job opening.



Humanic Design's Application Self Service (APSS) enable clients to increase productivity and focus HR on strategic matters

External applicants must apply for job openings through the new Applicant Self Service Portal located on STAR's web page. Applicants are identified by their Email address and password which also serve as their electronic signature. They complete an on-line application, references, and upload their resume and cover letter. Through a workflow process, Human Resources is immediately notified any time an individual has applied for an open position. Additionally, a series of automated email notifications are generated between Human Resources and the applicant. Furthermore, the applicant can log on at any time to view the status of their application.

It doesn't end there! Hiring managers have the ability to review applicants via Manager Self Service. Only qualified applicants are viewed because Human Resources pre-screens resumes before they are delivered to Manager Self Service. Managers can also choose which applicants they would like to interview and record the results of each interview. All data relevant to applicants (internal and external) is automatically transferred to the Applicant Tracking module which is part of the core HRIS system.

### About Humanic Design

Humanic Design has been a leading provider of human resource management solutions since its inception in 1982. The company is committed to solving HR, Payroll, Time and Attendance and Talent Management challenges and has supported hundreds of organizations in moving to a cohesive HR strategy. Humanic's software applications are affordable and scalable; providing feature-rich, yet easy-to-use solutions for almost any size organization. With a solid understanding of today's HRIS professionals' needs and specific industry requirements, Humanic Design is certain to have solved human resource problems for an organization like yours. Humanic is designed using Oracle technology and offers both licensed software and software delivered on demand via Humanic's SAS 70 certified data center.



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Humanic Design supports green initiatives  
We encourage automation versus print.  
Detailed information on Humanic  
can be found by visiting our website.

[www.Humanic.com](http://www.Humanic.com)