

HR Information System * Profiling System * Talent Management System *
Performance Management System * Performance Appraisal System * Learner
Management System * Payroll Management System * Clinic Management
System * Workforce Management



Human Resource Management

Integrated Human resources Management

The Talenger Human Resource Information System enables you to manage critical Human Resource activities while staying focused on your core business.

Human Resource departments can spend inordinate amounts of time on paper-intensive, administrative tasks such as address changes, benefit enrolment, and paper approval routings and management reports. These maintenance tasks leave little time for HR professionals to be proactive and strategic in their jobs.

The Talenger Human Resource Information System is truly collaborative. The system is based on a powerful user management system that enables individuals, teams, groups and associates privileged access to information and to share information amongst one another. User access is soft configurable based on module, pages and fields.

The employee self service module offers a wide range of services that may be expanded or limited based on business requirements. The module allows employees to authenticate themselves, update their own personal information, apply for leave, view leave balances and other administrative information. If coupled with the Job Profiler and Performance Manager, employees and other selected individuals can even participate in job analysis and performance appraisals.

The Talenger Human Resources Information System presents considerable opportunities for organisations

– large, medium and small, to automate Human Resources business processes and thereby contribute to better productivity and efficiency.

Coupled with the **embedded document management** and **task management services**, the system may be used effectively to reduce the traditional paper overhead traditionally associated with HR departments. The Talenger Human Resources System is available as an ASP service or a locally installed application within your network.

Managing your Human Resources

Informed Decision Making

HR decisions are based on facts not fiction. The database can be interrogated to provide information that is both meaningful and ultimately leads to enhanced business decisions.

Empowered Employees

The system allows Human Resource professionals to focus on strategic issues yet at the same time provide employees with access to information through the self service function.

Integrated Database

Information flow is well managed as all data is stored in a central location ensuring that changes are made within all the Talenger systems from one entry point.

Workflow and Process

Workflow and business process services to ensure easy and accurate transaction processing.

Analysis and Reporting Tool

The built-in query generator which allows for reporting on all fields contained in the database. Information can be viewed on screen, printed or exported to Microsoft Excel for further manipulation.

Training

Training Plans are generated automatically from information contained in the training module. The system further acknowledges competency and skill requirements for every position in the business and will automatically recommend training to rectify poor employee performance.

Employment Equity Plans

Statutory reports are generated automatically by business unit or for the organisation at large.

Import / Export

A wide range of import tools are available for new implementations and there is a fully functional API for communication with non-Talenger applications, such as payroll and time and attendance systems.

What we deliver

All Talenger products are web-based and can be acquired as hosted or locally installed services. Our Talent Management suite of products is packed with comprehensive functionality at competitive prices. Features offered with every software package include, but are not limited to:

- Employee Types – Support for Terminated Employees, Unresolved Employees, Active Employees, Other Employees and Non-Employees.
- Search preference settings – View in a specific order, view search results

settings, alpha search, weighting

warnings

- Personal Details – Employee Personal information
- Bank Details – Employee banking details for salary transfers
- Contact Details – Employee contact details.
- Terminations – Terminations and re-instatements
- Organisational – Employee employment details and salary survey information.
- Remuneration – Salary information including Salary survey data.
- Disciplinary – Comprehensive disciplinary management
- OHS – Occupational Health
- Payslips
- Payroll Settings
- Pension Fund Details
- Medical Aid Details
- Skills & Competencies
- Promotions
- Transfers
- Terminations
- Vehicles
- Qualifications



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