



Module Overview

At Talenger, we are dedicated to the fusion of people and business objectives. We believe that this is a cornerstone in the pursuit of business excellence.

We are passionate about delivering creative people-centric strategies and solutions that make our clients soar above the rest.

Once you become a member of the Talenger client family you will experience a radically new and fresh approach to the management of human resources. Our technology is dedicated to the building of a healthy, profitable relationship with employees. All the functional modules in our technology are focused on the communication of expectations, the management of expectations and the empowerment of the employees. In more traditional terms, our solutions support profiling, sourcing, recruiting, human resource management, payroll, talent management, assessment, performance management, training and compensation management within our client's business processes.

We know that nearly one half of corporate spending relates directly to human capital assets. That is why we have included the most recent academic research and best practice into our technology to attract, develop, and retain talent - to make your organisation more effective and more profitable.

In other words, Talenger helps our clients do much more than just manage data related to the people into their business – we also help our clients to optimise and develop their employees.

Our clients benefit greatly from our balanced strategic, technological, and design capabilities. Our implementation teams draw from four core groups: highly trained business analysts, skilled technology specialists and expert consultants, all under the watchful eye of experienced project managers. Collectively, their focused efforts generate engaging, user-focused, easy to implement, applications that are available to our clients as ASP or locally installed services.

Talenger products and services are available in Northern America and Southern Africa.

What we deliver

- Profiling
- Talent Management (e-Recruitment / Graduate Management)
- Workforce Management
- Human Resource Management
- Performance Management
- Learner Management
- Clinic Management
- Payroll
- An integration API to communicate with other applications of your choice
- Human Resources / Payroll Outsourcing
- Human Resource Consulting
- Staffing Solutions

Our Approach

Throughout every client engagement, our approach helps us to concentrate on end-user needs and client requirements, resulting in highly predictable and appropriate outcomes.

Focused

Talenger focuses on one deliverable: user centric web based Human Resources solutions

Proven

Our well-defined, proven processes and products ensure client satisfaction and project success

Accountable

Our team-based culture encourages and supports accountability and ownership

Independent

We are profitable, empowered, stable and independent. We answer to our clients, not the stock market

Whether your company needs to improve its Human Resources Management processes, Position Profiles, Performance Management, Talent Acquisition or increase business efficiencies, Talenger is able to structure a strategic and tactical response aligned with your business goals. We do this in 6 steps:



Our Approach

Understand your business

We will get to know you and your business. Grounded in a proven process, our "bigger picture" thinking enables us to assess your business situation objectively, uncover business needs and priorities, and use these findings to clearly define project requirements.

Define the job to be done

We will help you define the jobs that need to be done using our ground-breaking profiling technology. We will map your business processes on our highly configurable technology to produce solutions that meet your unique requirements. We will help you get rid of clairvoyance out of job analysis and help you establish an infrastructure that is both lasting and flexible.

Communicate Expectations

Once you know what your business demands from its employees, we can help you set quality standards for all employee activities in your business. These are in keeping with the objectives of the business strategy and are measured at individual deliverable level.

Manage Expectations

All employee performance can be measured against company, team and employee goals. Company performance can be measured against functional and departmental goals, giving you the right tools to assess the strategic impact of performance failures and make adjustments where necessary.

Empower Employees

Our performance management tools are designed to empower employees to do their jobs better rather than punishing them for poor performance. Each employee deliverable is associated with competencies and skills. In a situation where non-performance occurs, the system will recommend suitable training to rectify the situation. Training may also be assigned to an employee as part of their personal development and corporate mobility.

Measure the results

Full metrics and reporting allow you to make strategic, tactical and operational adjustments throughout the business year to ensure maximum corporate effectiveness.



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