



# Workforce Management

## Workforce Management as a strategic advantage for Recruiters and Labour Brokers

Talenger is proud to announce the release of its Workforce Relationship Management System (WRM) for **labour brokers** and **recruitment companies**.

We recognised that successful firms need to be equipped with tools to manage all aspects of their workforce relationship, including their **internal staff, permanent placements, temporary placements and contract placements at their client base**.

We also acknowledged that the traditional paper shuffle between supplier and client can cause debilitating cash restrictions. For that reason we have bundled our world-class Employee Relationship Management System with our corporate strength on-line recruitment functionality and added contract management to deliver the most sophisticated fully integrated Labour Broking System on the market.

The Talenger Workforce Relationship Management System is designed to provide a single system through which all workforce management can be done regardless if staff are working as internal employees or are placed elsewhere.

Our Workforce Relationship Management System and our associated consulting services are designed to optimise workforce placement processes and billing with the objective to streamline your cash flow.

Our unmatched experience in corporate e-recruitment implementations, product flexibility and unwavering dedication to customer support makes Talenger the undisputed leader in this field.

## Managing the workforce effectively

### Focus on high impact positions.

Our technology allows you to determine which jobs, when filled with top talent, have the largest impact on your firm's success, both internal and external.

### Accountability

Our technology assigns responsibility for managing the talent inventory to the correct person, who is responsible for results, not effort. For that reason we supply a comprehensive bundled performance management system.

### Goals and metrics

Our technology builds cooperation and integration between previously independent efforts through its extensive use of integration, web communication and electronic matching. As a result, no independent function can be considered successful unless the overall talent management effort is also successful.

### Measures and rewards

Our technology enables you to institute a system of measures and rewards that ensures that every system user is recognised and rewarded for excellence in people management. It simultaneously measures workforce engagement to ensure that managers reach their productivity goals.

### Business approach

Our approach steers away from an overhead or administration model. It is developed from and mirrors other successful business process models, like supply chain management, finance, and customer relationship management.

### Recognition of the business cycle

Our workforce management approach recognises that different types of talent are required depending on changing business situations. As a result, our technology enables the continuous adjustment from permanent employment to contract employment on a continuous basis. This is supported with on-line

time management and billing.

### Truly global

Our technology encourages finding, retaining, and developing the best talent - no matter where it is - reactively and proactively. We also comply with global legal standards.

### Focus on service

Seamless service underpins our solution offering. Customer satisfaction, process speed, quality, and responsiveness ensure our on-going successful customer relationships.

## What we deliver

As a web-based, ASP solution, or a locally installed service, Talenger Workforce Relationship Management Systems provide comprehensive functionality at competitive prices. Features offered with every software package include, but are not limited to:

- Comprehensive Employee Management system
- Multi-level, password protected user access with user profile management
- Job Profiling and job template management
- Training Management
- Leave Management
- Performance Management
- Client and contact Management
- Recruitment Management with advanced tracking capability
- Real-time integration with corporate, community, graduate and intranet websites
- Screening, filtering, and ranking capabilities with keyword searches
- Proposal tracking
- On-line timesheets and multi-level approval
- Billing generation
- Notifications to all users via email and text messages
- Full suite of reporting functions
- Set-up and mobilisation in as little as 1 week



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