



**Physical Address:**

Parade on Kloof | Parade Road  
Bedfordview | 2007

**Sales:** +27 11 615 5216/2463 | **Support:** +27 11 615 5216/2463  
[www.talenger.com](http://www.talenger.com) | [support@talenger.com](mailto:support@talenger.com)

Description	Talenger Enterprise
Multi User	X
Employee / Manager self service	X
Multiple User Profiles	X
<b>HUMAN RESOURCE INFORMATION SYSTEM</b>	
Assets	X
Contact details	X
Documents	X
Employee information	X
Employee dependants	X
Injury on duty	X
Job description	X
Disciplinary	X
Medical aid	X
Pension fund	X
Organisational	X
Promotions	X
Qualifications	X
Login settings	X
Terminations	X
To do list	X
Transfers	X
Union	X
Vehicles	X
Away Settings	X
System Settings	X
Payroll Settings	X
View Payslips	X
<b>LEAVE MANAGEMENT</b>	
Setup multiple leave types and rules	X
Apply and approve leave applications online	X
Leave balance report	X
Leave history report	X
Leave calendar	X
Leave Trend	X

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Description	Talenger Enterprise
<b>PERFORMANCE APPRAISALS</b>	
Create Key Performance Areas (KPA's)	X
Create weighting and rating scales	X
Generate Performance Contracts	X
Self Assessment	X
Manager Assessment	X
Appraisal reports	X
<b>360 VALUE APPRAISALS</b>	
Create value questions and ratings	X
Create weighting and rating scales	X
Select raters (Colleagues, Subordinates and Self)	X
Manager Acceptance	X
Generate a multiple selection questionnaire	X
Self Assessment	X
Manager & Colleagues Assessment	X
Subordinates Assessment	X
Value Adjustment	X
Appraisal reports	X
Appraisal Summary	X
<b>PERFORMANCE MANAGEMENT</b>	
Create Scorecard – Individual, Team, Department	X
Weighting by element	X
Deliverables	X
Evaluators	X
Evaluator scheduling	X
360 Performance assessment	X
Electronic evaluation	X
Assessment guidelines	X
Graphic view	X
Remuneration and Incentives	X
<b>DOCUMENT MANAGER</b>	
Create multiple document categories	X
Security viewing privileges	X
<b>TASKS</b>	
Setup own tasks	X
Assign multiple tasks	X
Task dashboard	X
<b>WORKFLOW ENGINE</b>	
Multiple business workflows	X

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Description	Talenger Enterprise
<b>TRAINING MANAGEMENT</b>	
Training provider courses, modules, overviews and pricing	X
Capture training approvals	X
Apply for and approve training requests online	X
Training Plan	X
<b>LEARNER MANAGEMENT</b>	
Job profile and job template management	X
Matching and learning requirements by job profile	X
Training service provider contact management	X
Employee qualifications, skills and competency/job requirements	X
Personal development plans	X
Training event management	X
Online training applications and approvals	X
Training management to all users via email, web messaging and text messages	X
Certificate data generation	X
Audit trails and audit reports	X
Automatic creation of Workplace Skills Plans and Annual Training Report	X
<b>RECRUITMENT MANAGEMENT</b>	
Branded career site	X
Applicant login creation with password authentication and reminders	X
Create job competencies	X
Create job skill requirements	X
Create vacancies	X
Job posting to Intranet and Internet	X
Applicant matching based competency and skill gap analysis	X
Rules based activities	X
Bulk email to applicants and line managers	X
Customisable email templates with corporate branding and style sheets	X
Link successful applicants to Performance Management system for probation assessments	X
Summary views with applicant process status, profiles, questionnaire results, CV attachments and interview scores	X
View vacancies by status and applicants in the workflow	X
<b>POSITION PROFILING</b>	
Job titles	X
Job purpose	X
Job levels	X
Role definitions	X
Deliverables	X
Competencies	X
Skills	X
Qualifications	X
Motivational drivers	X

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<b>PAYROLL</b>	
Import YTD data – Built in import module	X
Monthly, Weekly and Fortnightly payroll	X
Predefined IRP5 codes, medical aid tax deductions etc.	X
EMP201	X
EMP501	X
SARS e-Filing	X
Generic API accounting interface	X
Tax Methods – Periodic, Average, Directive (Average or Amount)	X
Automatic legislative updates	X
Company Summary	X
Payslip Summary	X
Pension report	X
Provident report	X
Medical report	X
Garnishee and Loan report	X
Net salary report	X
Bank File (EFT)	X
COID report	X
UIF declaration	X
Create unlimited custom reports	X
Load employee loans and Garnishees	X
Loan and Garnishee balances	X
<b>CLINIC MANAGEMENT</b>	
Patient profile	X
Treatment history	X
Prescribed medication	X
Treatment costs	X
Stock inventory	X
Stock on hand and minimum order quantity notification	X
Equipment service history	X
Medical surveillance	X
Injury on duty	X
Clinic reports	X
<b>REPORT WRITER</b>	
Employment Equity Reports	X
Multiple standard reports	X
Create unlimited additional reports	X
Reports can be sorted by holding company, division, branch, cost centre or any combination thereof	X
Convert reports to MS Excel	X
Publish reports with built-in security	X
Report creation, viewing and edit rights	X
Shared reports	X