



Talenger

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sales@talenger.com | support@talenger.comLeaders in **HR**

Description	Talenger Professional	Talenger Enterprise
Multi User	X	X
Employee / Manager self service	X	X
Multiple User Profiles	X	X
HUMAN RESOURCE INFORMATION SYSTEM		
Assets	X	X
Contact Details	X	X
Documents	X	X
Employee Information	X	X
Employee dependants	X	X
Injury on duty	X	X
Job description	X	X
Disciplinary	X	X
Medical Aid	X	X
Organisational	X	X
Pension Fund	X	X
Promotions	X	X
Qualifications	X	X
Login settings	X	X
Terminations	X	X
To do list	X	X
Transfers	X	X
Union	X	X
Vehicles	X	X
Away settings		X
Payroll settings		X
View Payslips		X
LEAVE MANAGEMENT		
Setup multiply leave types and rules	X	X
Apply and approve leave applications online	X	X
Leave balance report	X	X
Leave history report	X	X
Leave Calendar	X	X
PERFORMANCE APPRAISALS		
Create Key Performance Areas (KPA's)	X	
Create weighting and rating scales	X	
Generate Performance Contract	X	
Self Assessment	X	
Manager Assessment	X	
Appraisal reports	X	

Description

Talenger Professional Talenger Enterprise

TRAINING MANAGEMENT

Training provider courses, modules, overview and pricing	X	
Capture training approvals	X	
Apply and approve training requests online	X	
Training Plan	X	

TASKS

Setup own tasks	X	X
Assign multiple tasks	X	X
Task dashboard	X	X

RECRUITMENT

Vacancy Placements (PeoplePlus Portal)	X	
Candidate Searches (PeoplePlus Portal)	X	

DOCUMENT MANAGER

Create multiply document categories	X	X
Security viewing privileges	X	X

REPORT WRITER

Employment Equity Reports	X	X
Multiple standard reports	X	X
Create unlimited additional reports	X	X
Reports can be sorted by holding company, division, branch, cost centre or any combination thereof	X	X
Convert reports to Excel	X	X
Publish reports with built in security	X	X
Report creation, viewing and edit rights	X	X

PAYROLL

Payroll module with real time integration	X	X
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POSITION PROFILING

Job titles		
Job purpose	X	X
Job levels	X	X
Role definitions	X	X
Deliverables		X
Competencies		X
Skills		X
Qualifications	X	X
Motivational drivers		X

Description

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Professional Enterprise

PERFORMANCE MANAGEMENT

Create Scorecard - Individual, Team, Department	X
Weight 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

LEARNER MANAGEMENT

Job profile and job template management	
Matching and learning requirements by job profile	X
Training service provider contact management	X
Employee qualifications, skills and competency matching against job requirements	X
Personal development plans	X
Training event management	X
Online training applications and approvals	X
Training management with advanced tracking capabilities	X
Bulk notification 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

RECRUITMENT MANAGEMENT

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
Ruled 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

Description

Talenger Professional Talenger Enterprise

CLINIC MANAGEMENT

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

WORKFLOW ENGINE

multiple business workflows	X
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