

Softland ERP Human Resources & Payroll Area//



Talent Management Module

The Talent Management solution processes and manages key human resource management processes interactively. Through various tools, including a web portal, it helps with the recruitment and selection management, training and performance evaluation, candidates registration for the human resources manager, training programming and management and competency evaluation and registration.

Features:

- Candidate curriculum vitae (CV) registration, including career, language, knowledge, work experience, references, salary expectations, among others.
- Web environment for the candidate to register the CV, apply and query about job opportunities offered by the company.
- Automatic process that selects candidates who meet the job profile, screening applicants.
- Candidate's evaluations scheduling, including the availability of the rooms where these are made.
- Candidate's score registration and evaluations control.
- Automatic registration of chosen candidate to the human resources and payroll area.
- Registration and planning of multiple types of evaluations for employees, for example performance, skills and goals/objectives.
- Details for each evaluation, in accordance to each job's duties, skills and goals.
- Job profiles registration.
- Web environment where each evaluator can record the evaluation directly into the system.
- Fully configurable evaluation scales, whether qualitative or quantitative
- User-configurable skills, with the ability to evaluate the employee according to a general or detailed skills for each item.
- Control the entire training process, including requirements registration, courses provided, responsible teachers, sessions conducted, participants and assistance.
- Web environment in which the employee can see, according to the job's profile, which courses may be of interest.
- Warnings records and their corresponding sanction, if any.
- Required, missing and attached documents record per employee.