

Talent Management System

The Talent Management System is an online web application that gives you the inside scoop to perform talent projections for new business opportunities and manage the existing employee database of an organisation. The system performs comparative analyses for recruiting suitable and appropriate employees, according to defined criteria for individual job profiles. Employers can schedule interviews with interested parties and regularly update interview results.

Similarly, prospective employees can search for employment opportunities in any organisation or industry and submit an application. They can log in and, among others, update their profile; rate their own key skills and qualifications; add key performance initiatives and complete online assessments.

All this information will help employers make a comparative analysis for recruitment planning. Once the short listing/appointment has been made for the required position, management can see comparative summary/details of required talent projections vs. actual recruitments done.

In succession planning, the system also displays alternative replacements, in case an employee leaves or is promoted. This system also has a content management facility for sharing information related to the organisation's procedures with employees, such as its sales and marketing strategy, financial planning, career management strategy, growth/career planning and organisational chart, in order to incorporate their position and personal growth into new business opportunities.

Key Benefits

- ✓ Long-term career paths to help establish and retain key employees
- ✓ Improved individual employee performance and track and measure performance over time
- ✓ Align individual, team and corporate goals to create a corporate culture where everybody understands how their day-to-day performance impacts the company's goals
- ✓ User friendly application environment
- ✓ Improved talent management process
- ✓ Effective succession planning
- ✓ Manage recruitment planning
- ✓ Shared Information dashboard with organization objectives, Strategies, growth/career plans, and new business opportunities
- ✓ Increased Transparency for
- ✓ Increased focus on optimizing the organisation strategies
- ✓ Higher staff productivity
- ✓ Streamlined integration of jobs

Technology

- ✓ Microsoft Development Platform: C#, ASP.Net Framework 3.5, AJAX, Java script, , MS-IIS 6.0
- ✓ Database: MS SQL Server 2000
- ✓ Microsoft Documentation Platform: MS Projects, MS Word, MS Excel
- ✓ Adobe Designing Tools: Corel Draw, Photoshop CS2, Macromedia Dreamweaver