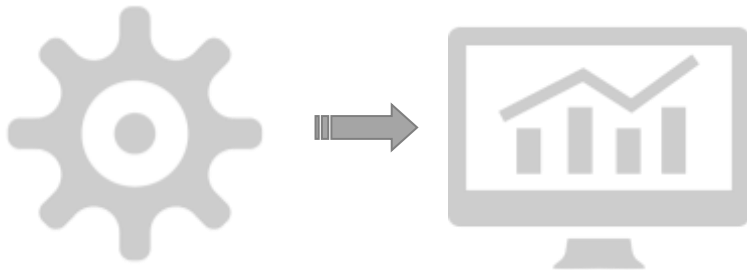


## Workrig Talent Management



### Make Talent part of your Growth

Maintain a consistent human resource management system across the organization by using our performance management process, review management, KRAs & goal setting and succession planning. So, whether it is 360-degree appraisal, proactively addressing succession issues, achievement-based incentives or KRA based rewards, Workrig does it all.

Learning Management System LMS enables organizations to align learning for specific levels, particular to the employee's stage of the career. Understand the gaps, suggest courses & assessments and ensure multiple learning & training plans for employees at various levels. The learning data bank can be used to add content at any time.

An integrated **Talent Management** solution that allows data to seamlessly move between various systems, beginning from updating the employee competency ratings to monitoring employee performance on a day to day basis. Lifecycle, Career Management & integrated Learning allows users to manage Gaps identified during various evaluations. Learning kicks in to adequately plug these gaps by extending user specific learning and growth plans.

**Workrig**, allows organizations to be able to manage all of this and more. Beginning from a Workforce plan to, Hiring, Onboarding, Learning, Performance reviewing, to the Offboarding of an employee; Workrig has the ability to handle and efficiently manage all other Core HR processes, such as Payroll, Time, Absence and Statutory Compliances.

### Key Product Areas

- KRA configurations
- Goal Settings
- 360-degree Performance Management
- Succession Planning
- Career Development & Learning
- Lifecycle Activity Tracking
- HR Analytics
- Hiring Integrated
- Integrated Assessment

### Key Benefits

- Complete Talent Management, catering to all facets of Employee Lifecycle and growth.
- Aligned workforce with Competencies, that on its part are associated with every measuring system available.
- Gain visibility into Talent strengths, risk for JIT actions.
- Engaging model for employees, to build a long-term association with the company



## Review Management

Ensure all the review systems are updated with talent reviews at one time, while you set up the system. Additionally, use previously used talent management review system while creating a new one. Allow employees to get their own reviews from their supervisors so that they remain motivated when performing well.

## Goal Settings

Assign Goals to individual employees. Your alignment begins from the Corporate goals. Align those goals with Manager and then finally cascading down to employee goals. Workrig goals allow improved visibility & engagement across the length and breadth of the organization.

## KRA's

Beginning from Designation specific KRAs to Goal aligned KRAs, the system allows to create and administer KRAs at all time of any nature. Balance Score Card, Reviews and HR analytics help data reach the right destination for prompt decision making.

## Succession Planning

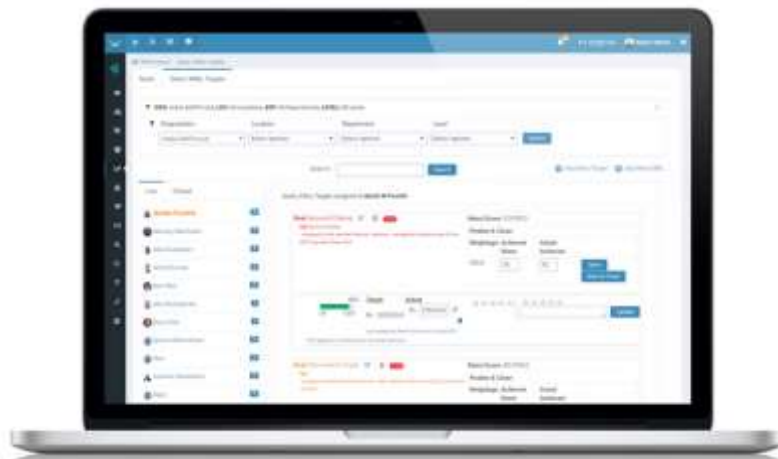
During the succession planning process Workrig allows you to set up parameters on the kind of successor with respect to competencies and performances required for a certain position. Identify a potential candidate for the position & align a career development plan for the individual, required for the position using the integrated Learning Management system.

## Gap Analysis

Gap analysis involves the comparison of actual performances with desired performances. Workrig allows an organization to make best use of current resources with technology intervention to become more effective & productive.

## Courses & Assessments

Workrig provides the flexibility to add courses and assessments as per organization needs. Create psychometric tests or specific online assessments for candidates during any stage of the interview, especially during short-listing. The assessment can be accessed through the learning and management system part of the core system.



## HR Analytics

With data collected from various sources, Workrig provides embedded tools for the HR to run employee performance analytics. Starting from GE McKinsey (or Nine Blocks), to Comparative Analysis of employees, the tools available to the HR helps in supporting both individualistic & groups decisions. Activity specific decision support is made available with Bells Curve analysis for each such relevant Review program.

## Additional Integrations

### Integrated Assessment

Create psychometric tests or specific Online Assessments for candidates during any stage of the interview, especially during Short-listing. The Assessment can be accessed through the Learning management system part of the core system

### Integrated Onboarding

An integrated onboarding system allows employees to be aware of the work environment and their Career Development plans. Seamless data flow into Performance and Learning management system allows for decision support from day 1.

### Integrated Payroll, Compliance, Time and Absence

A complete suite of Core HR required to manage Human Capital Management, is available under one Platform. No hassle of managing multiple platforms and data bridges.



Taskrig Solutions Pvt. Ltd | Taskrig Solutions is a software product solutions company in the field of **Human Capital Management** and **Project & Portfolio Management**.