

## Workrig Talent Management



### Key Product Areas

- OKR configurations
- BSC Goals Settings
- 360-degree Performance Management
- Feedbacks & 1n1s
- Traditional Performance Reviews
- 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

### Make Talent part of your Growth

Maintain a consistent human resource management system across the organization by using our performance management system, with traditional review management, OKR's, BSC goals, a host of other talent solutions to pick from with succession planning. So, whether it is 360-degree feedback, proactively addressing succession issues, achievement-based incentives or Key Results, rewards and recognitions, Workrig has it all.

The integrated Career development, learning management system 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.

A complete **Talent Management** solution that allows data to seamlessly flow 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.



## Traditional 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.

Cover the dynamic **360 degree review** using the Workrig. Easy to use 360 degree feedback, where the entire 360 degree orientation is predefined with suitable workflow with subordinates, colleagues, and supervisor, along with self-evaluation, can be processed. A host of feedback reports including Spider Gap are included on the standard solution.

## BSC Goal Settings

A Perspective driven approach to goals, the Balance Score Card allows managers to look at the business from FOUR important perspectives- Financial, Customer, Internal Business, Innovation and Learning. The system allows for a Single Management Report, from disparate elements of the company's agenda. A top down approach, it forces senior manager's to look up all the various important operational measures under one platform. Each goal has objectives along with initiative where the progress of the objective can be measured and the scores can be determined. With Workrig you can also assess your employee qualitatively as we give your manager and employee to rate themselves for the stated objective.

## OKRs

OKRs are used to guide outcome-based success therefore encouraging accountability in every step of achieving success through metric indicators. OKR allows for aligning Goals, from Company, Team to Individuals, that have KRAs which are measurable and transparent in nature. OKRs are usually reviewed Quarterly, however have the flexibility to be annual as well. With Workrig you can create goals & KRAs which can be reviewed quarterly, annually or semi-annually depending on their purpose to ensure alignment and track the progress.

## 1:1 and Feedbacks

Engage with employees and their activities, using 1:1s. assign mentor's to the team member, receive instant feedback and sentiments of your team using Feedbacks. Create a culture of recognition and peers support systems, to build a healthy work culture.

## 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.

## HR & Career 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, Spider Gap Reports, the tools available to the HR helps in supporting both individualistic & organizational decisions. Activity specific decision support is made available with Bells Curve analysis for each such relevant Review program.

## 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.

## 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.



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