I T B S   H C M

Workforce appraisal and management by objectives (MbO)

- ≡ Employee profiling
- ≡ Objectives management
- ≡ Competency management
- ≡ Employee dev planning
- ≡ Configurable appraisal process
- ≡ Customizable review forms
- ≡ Real time reporting
- ≡ Activity monitoring
- ≡ Business analytics

I T B S   H C M is a web based human resource management solution built and powered by ITBS BPM SUITE.

It determines the human resources needs required to meet the goals of an organization by planning and evaluating workforce ability to effectively deliver strategic and operational goals.

The basic principle behind is participative goal /objective setting, choosing course of action and decision making.

An important part of the solution is the measurement and the comparison of the employee's actual performance with the standards set. Ideally, when employees themselves have been involved with the goal setting and choosing the course of action to be followed by them, they are more likely to fulfill their responsibilities.

Provides significant return on investment through:

DIRECT FINANCIAL GAIN
- Grow sales
- Reduce costs
- Stop project overruns
- Goal alignment
- Adaptation to strategic and operational changes

MOTIVATED WORKFORCE
- Employee engagement
- Transparency
- Employee development planning

IMPROVED MANAGEMENT CONTROL
- Flexible, responsive to management needs
- Displays data relationships
- Helps audit / comply with legislative requirements
- Simplifies communication of strategic goals scenario planning

Features and Benefits

I T B S   H C M assesses abilities and personnel's skills in order employees to:

- effectively meet the operational requirements of the job.
- be aware of the best ways for improving performance.
- be aware of the opportunities that will lead to further growth, development and reward.
- act both as individuals and as team members and contribute effectively in saving operational and production costs.

Provides assessment at any performance evaluation level:

- Evaluator, reviewer and evaluated cooperate and consent. Cooperation indicates performance outputs and determines the motives for better performance and skills.
- Cooperation (collaboration) is promoted with open, ongoing and bidirectional communication between the parties.
- Evaluation methodology, process and workflow are known. Objectivity and reliability ensured.
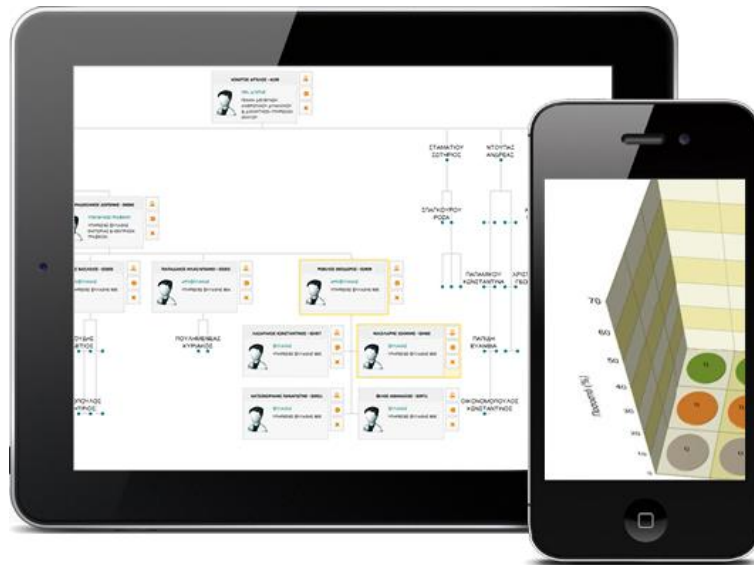
Built on top of ITBS BPM SUITE, I T B S H C M facilitates the design, automation and deployment of any performance appraisal process subject to any special requirements that deal with different personnel performance evaluation methodology, rules, or other standards and best practices.

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IT & BUSINESS SYSTEMS