



Training & Skills Module



In most companies, HR skills and competency issues are handled haphazardly. Companies quickly lose their competitive strengths when little or no attention is paid to improving the competency of their human resources.

Today Smart HR tools exist to eliminate these training crises, and create new opportunities to correctly manage expertise improvement and growth.

GE, Procter & Gamble, UPS, PepsiCo and BP are among the 50 most admired companies in Fortune's 2006 All-Stars list. All these companies rate employee expertise as their most important corporate asset.

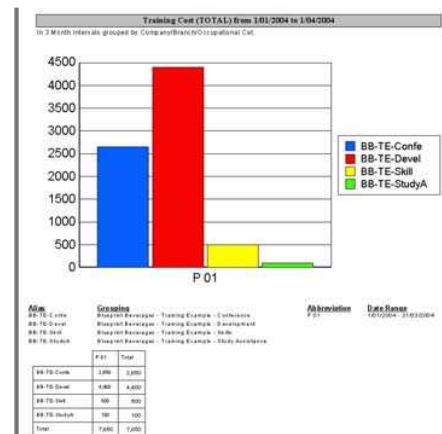
- Identifying strengths and weaknesses of employees
- Developing appropriate programs to address weaknesses and build on strengths
- Managing and defining skills categories at many levels to suit the organisation's HR hierarchical structure.

These programs acquire a highly professional level of management by:

- Measuring results against program objectives
- Providing access to all information relating to Training Providers
- Allowing instant access to relevant information on all Training Courses

Management of Training and Skills levels are supported by:

- Maintaining staff training performance and history



Fundamentally, Training programs can be designed for all sections of the organisation to ensure the proper levels of skills and competency are continually achieved.



Business decision making will be supported by:

- Skills and competency analysis
- Cost analysis of training programs
- Analysis of training courses provided
- Comprehensive decision supporting reports for:
 - Future training agendas
 - Identification of skills criteria for new staff intake
 - Minimisation of lag time to productivity
 - Skills development before needs arise
 - Long term talent requirements

In summary, ABSALOM Smart HR solution for Training and Skills will ensure highest level of talent development by encouraging long term staffing plans that continually manage each employee's lifecycle performance.