

OPTIMIZE TALENT TO DRIVE BUSINESS PRODUCTIVITY

WITH ADRENALIN TALENT MANAGEMENT SOLUTION

Businesses in today's environment are confronting unprecedented competitive pressures and struggling to keep up with a constantly evolving market. To succeed, they must address old challenges with innovation and initiate new ideas for getting ahead. For this, companies need to look at Talent Management issues from an integrated perspective. A great recruitment strategy and unique employee development programs are key to an organization's growth.



WHY ADRENALIN

With Adrenalin, you can nurture and develop the talent in your organization optimally, recruit better talent, make your employees feel appreciated, streamline your appraisals by setting realistic goals and manage people performance.

adrenalinTM
Transformative Digital HR

TRANSFORM THE WAY YOU RECRUIT WITH TALENT ACQUISITION MODULE

REQUISITION MANAGEMENT

- Manpower requests made easy for line managers
- Raise multiple vacancy requests for similar positions by line managers
- Map request against approved open positions or as ad-hoc

APPLICANT MANAGEMENT

- Register and create candidate accounts
- Resume parsing
- Elicit resumes from any of the sources like internal employees (using Internal Job board), candidates (using career page), consultants (using consultant page) and walk-ins
- Resume bank gets populated from various sources like recruitment managers, external candidates, consultants and internal referrals
- Track resume status like blocking, shortlisted candidates for manager screening, test or interview

INTERVIEW AND SELECTION MANAGEMENT

- Setup position-wise interview templates and interview levels
- Interviewers can also view the candidate's resume before approving / rejecting the schedules
- Record interview feedback
- Interviewers can either shortlist or propose for further evaluation
- Select the shortlisted candidates and fill in offer details like offer date, offer confirmation date, reporting date etc.

OFFER LETTER MANAGEMENT

- Setup position-wise compensation & offer letter templates
- Compute CTC. Also, there is provision to specify details like joining bonus, notice period etc.
- Record candidates' offer acceptance

NEW HIRE ON BOARDING

- Position-wise pre-joining activity templates can be created
- Initiate pre-joining activities for each candidate and trigger mails to activity owners for their action

New Hire on boarding

The screenshot displays the Adrenalin HR system interface for 'New Hire on boarding'. The top navigation bar includes the Adrenalin logo, user profile (Beng Lee S), and search bar. The main content area is titled 'Employee On-boarding' and shows a list of 'Available Actions' on the left, including 'Welcome Form', 'Terms and Conditions', 'Past Employment Details', 'Contact Details', 'Driving License', 'Emergency Contacts', 'Employee Details', 'Bank Details', 'Family Details', 'Language Proficiency', 'Passport Details', 'Education Details', and 'Statement of Compliance'. The main content area contains a 'Send SMS / Message' button and a form for 'Insurance Nomination form', 'Bank account opening form', and 'PF Withdrawal/transfer forms'. The form contains instructions and a list of required documents.

Insurance Nomination form: As a part of the medical insurance scheme, you are eligible for a floater cover for yourself and your family (spouse and 2 children). You are requested to provide details in the insurance nomination form to include yourself and your family in the medical insurance scheme. In case of any inclusions to be made in the future, kindly send across a mail to Manoj.Gupta@beiersdorf.com

Bank account opening form: You would be required to open a bank account with HSBC Bank. Kindly complete the form appropriately.

PF Withdrawal/transfer forms: In case you wish to withdraw your Provident Fund from the previous employer, you are requested to submit the Withdrawal forms to your previous employer.

In case you wish to transfer your Provident Fund, you are requested to complete the Form 13 and send it across to us.

The following documents are required from your end; all the documents are to be sent across to HR at the company address.

- Passport size photographs (4 in no.)
- Sign Copy of PAN card
- Sign copy of address proof
- Educational Certificates- 10th, 12th, graduation, post graduation (as applicable)
- Employment certificates / Relieving Letter

Buttons: Accept Decline

TRACK EMPLOYEES' PROGRESS WITH ADRENALIN'S PERFORMANCE ALIGNMENT MODULE FEATURES:



GOAL MANAGEMENT

- Build goal & competency bank
- Initiate goal setting process, self appraisal & review by managers
- Set standardized rating benchmarks
- Individual development plans
- Prioritize goals along with comments, shared and signed-off with assessments

COMPENSATION PLANNING & ADMINISTRATION

- Global handling of compensation (multiple currencies handling)
- Manage employee compensation structure based on parameters like grade, business unit, location, region, designation and position
- Options to cover entire compensation needs like joining bonus, project allowance, relocation claim, hardship allowance and benefits
- Automatic integration with payroll on compensation data changes
- Record awards given to employees

Performance Management

The screenshot displays the Adrenalin Performance Management interface for a self-appraisal. The user is Patric John, and the appraisal is for the 2016-2017 period. The interface includes a navigation menu on the left with options like Masters, Transactions, Reports, and Others. The main content area shows a 'Goals Performance Review' table with columns for Goals, Weightage (0-100%), Actual Achievement, Rating, and Weighted Rating. The table lists five goals, all of which have been rated '5-Significantly Above Target'. The total weightage is 70.00, and the total weighted score is 3.50. The overall rating is 5. The interface also includes a search bar, a 'Send SMS / Message' button, and a 'Calculate' button at the bottom.

Goals	Weightage (0-100%)	Actual Achievement (To be filled by the appraisee, max 4000 chars)*	Rating*	Weighted Rating
HR Recruitment Process	10.00	Recruited over 250+ employees in the past 5 years. This has been processed through various ways such as employee referrals, Walk ins, Consultant etc.	5-Significantly Above Target	0.50
Job knowledge	15.00	Recruitment, inductions, payroll, employee benefits like medical, P.F, welfare activity, HRMS of Adrenalin	5-Significantly Above Target	0.75
Organization Transformation	15.00	Implemented and rolled out CORE HR and Workforce. Compensation and Payroll in progress. The modules were rolled out 10 days in advance to the planned dates	5-Significantly Above Target	0.75
Process Orientation and Adhere...	20.00	Take the responsibility for my team to execute their task by providing them proper knowledge transfer about the process	5-Significantly Above Target	1.00
Vendor management	10.00	Ensure timely bill clearance and followups for delivery notes	5-Significantly Above Target	0.50
Total weightage: 70.00		Goals Total Wtd. Score(WS): 3.50		

Overall Rating* 5

PERFORMANCE MANAGEMENT

- Streamline appraisal cycle by setting up calendars
- Define appraisal templates for different sets of employees
- Facilitate individual development plans and training
- Define rating standards by different units – by department, business unit, etc.
- Normalize ratings
- Fold-up the normalization curve (bell curve) to the top (organizational level)



360 DEGREE FEEDBACK

- Seek feedback on employee from peers, superiors, subordinates and customers
- Define different questions (feedback parameters) for peers, superiors, subordinates and customers
- Track the progress of assessment
- Provide informed feedback to employees for progress

REWARDS MANAGEMENT

- Create categories of awards
- Record awards given to employees
- Record appreciation from customers to your employees
- Single view of all awards / accolades received by employee

Training Management

The screenshot displays the Adrenalin HR system's Training Calendar. The main content is a calendar for January 2017, showing training events marked with icons. A tooltip for 'Soft Skills For HR Professionals' is visible over the 18th. The interface includes a search bar, navigation buttons, and a sidebar with 'Available Actions'.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

IDENTIFY AND DEVELOP YOUR TALENT POOL WITH TALENT DEVELOPMENT FEATURES:



COMPETENCY MANAGEMENT

- Define the competency required for each position
- Assess the key competency
- Create competency building plan for each employee and monitor the progress

SUCCESSION PLANNING

- Identify your key positions and assess them objectively
- Identify and track high-potential employees in the organization
- Look for talent to fill positions with qualified internal or external candidates
- Create developmental plans for individuals who are identified as potential successors

CAREER DEVELOPMENT

- Design a career path to ensure maximum realization of workforce potential
- Communicate career path to employees
- Sustain, increase employee productivity and prepare workforce for changing business needs

TRAINING MANAGEMENT

- Create position based learning maps
- Track training recommended from appraisal feedback
- Set up training programs based on project costs and define overall training budget for calendar year
- Schedule and prioritize training programs based on number of employees recommended for each course
- Manage internal/external faculty based on areas of expertise
- Mapping appraisal with training
- Record post training feedback

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