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.



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

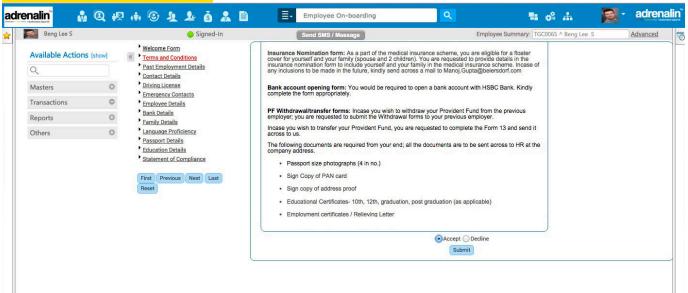
- Setup position-wise interview templates and interview levels
- Interviewers can also view the candidate's resume before approving / rejecting the schedules
- Record interview feedback
- Interviewers can either shortlist or propose for further evaluation
- Select the shortlisted candidates and fill 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

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



- 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

Patric John		Signed-In Appraisal Calendar 2016-2017 Apprai	isal 🗘	Send SMS / Message Employee Summar	y: TGC0402 ^ Patric John	Advanced
Available Actions			ining Section	Overall comments		
Q				Goals Performance Review		
Masters	0			Rating Scale Details		
Transactions	0	Rating Scale Arting Scale Scale Significantly Below Target 2-Below Target 3-Meets Target 4-Above Target 5-				
Reports	0	Charles -		Significantly below rarget a below rarget of weeks rarget of Above rarget		
Others	0	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 70.00 weightage:		Goals Total Wtd. Score(WS):	3.50	
		Overall Rating:* 5 Calculate	Ĉ.			

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



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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