



## A strategic tool to help you achieve your business objectives.

E-On HRM is a full featured software solution for the organization, management, tracking and evaluation of your Human Resources.

It is a Self Service application that offers more advantages than other competitive systems like anyplace, anytime access over the web with a browser, true collaborative environment, automated workflow processes.

It is more than just a Human Resources Management System. It is a strategic tool that automates and streamlines all processes and controls. It is a strategic tool that ensures your business achieves its objectives through the achievement of the objectives of your employees. It is a tool that supports important decisions on all operational and strategic business planning and answers questions related to the medium and long term plans.

## Answers to questions about the medium and long term planning of the company.

### Questions

- 🌐 *How will our Human capital needs evolve in the medium – long term future?*
- 🌐 *How many people will retire in the next 2 – 3 years? Shall we replace them?*
- 🌐 *What changes do we need in terms of qualifications and numbers of personnel in medium – long term?*

### Answers

- 🌐 Provides a full list of the current labor force, categorized by date of service, skill levels, organization entity they serve, etc.
- 🌐 Provides early warnings on natural or voluntary attrition levels.



## Questions

- *What are our needs to hire people this year?*
- *How do we handle the hundreds of CVs we receive on paper or Fax or e-mail every day? How do we classify and store them.*



## Answers

- Automates the Curricula Vitae procedure to the fullest extent. Eliminates paper based CV files.
- Automates the interviewees evaluation process and ensures that interviewers place their comments on an electronic form.
- Ensures that there is always a good list of applicants, ranked by the fit ratio of each applicant vis-à-vis each organization position for which he/she has applied for.

## Questions

*Do our people attend regular schools, seminars, courses, to improve their skills while in our company? Would these be prerequisites for promotions and salary adjustments?*

## Answers

Predefined educational and training information per organizational position and also actual data concerning each individual's training and employment, enable immediate designation of people in empty positions and provide a valuable tool in order to schedule the future.

Ability to attach expense reports and time reports for each training course.



## Questions

*Do our people get a formal feedback on their performance regularly?*



## Answers

Multiple types of evaluation forms may be activated in order to cover various evaluation needs for people, events, issues, etc. in a regular or occasional periodicity. The organization may select its own method of employee evaluations, such as Self, peer-to-peer, Supervisor's, etc.

The system provides comprehensive reports and measures of planned and actual evaluation cycles and results, per person, per department, per quality of findings.



## Questions

-  *Who gets salary increases, when?*
-  *Is every increase properly supported by performance facts?*

## Answers

Performance data include in detail events, achievements and evaluations which provide a comprehensive picture of each individual and the key elements that must be taken into account in case of salary adjustments.



## Questions

*Is each evaluation form properly discussed by the appropriate people and explained to each employee?*

## Answers

Workflow capabilities, parametrically controlled, provide full flexibility concerning "Who" (authorized personnel), "When" (time or sequence) and "What" (type of information) each individual sees.





## Questions

- *Does the company want to move people to other positions (organization) or physical locations, or do promotions or demotions, to serve the business needs better?*
- *Do people express desire to transfer for personal reasons?*

## Answers

Promotions, demotions and transfers, are recorded in detail through workflow processes that represent the entire control and approval process. Personal requests may be evaluated through predefined workflow processes giving the ability to each individual to review the progress of his/her request.

## Questions

- *Should we have to face a massive orderly reduction of labor?*
- *Who, where, when, how?*

## Answers

There is comprehensive information about existing personnel and the relevant labor costs associated with preserving it. This information will be used in case the company needs to make decisions concerning cost cutting or cost reallocation.

## Questions

*Are people properly positioned in the hierarchy based on their education, previous experience, job skills, work demands, etc?*

## Answers

Appropriate information relevant to Positions, Ranks, Job Attributes, Educational Skills, Organizational Entities and Job Descriptions, provides a full image for each individual and makes it easy to identify possible conflicts or needs for development or transfers.

Qualitative interrogation of the data base to review skills per department, skills in total, skills needed, etc so as to feed back the needs analysis planning segment.

