TalenTia
FINANCE & HR SOLUTIONS

Talentia HCM
Complexity Made Easier

Effective Solutions
For **Business Success**

As the world of work is changing and the reach of organisations extends to new territories, HR teams are faced with new challenges managing a global workforce.

Often equipped with many disparate and legacy systems, organisations are not always able to rely or trust their own data.

With Talentia HCM, HR can benefit from a single source of truth, automate and streamline manual processes, eliminate tedious time-consuming tasks and focus attention and align teams with strategic business initiatives.

Talentia Human Capital Management (HCM) is a best-in-class solution that helps simplify complexities and allows companies to better develop, manage, reward and retain their most important asset - their people.

The integrated modular suite provides a flexible, people-centric solution that improves the day-to-day execution of HCM strategies. It drives the HR processes critical for the organisation's success and helps companies to develop and maintain a competitive talent advantage.
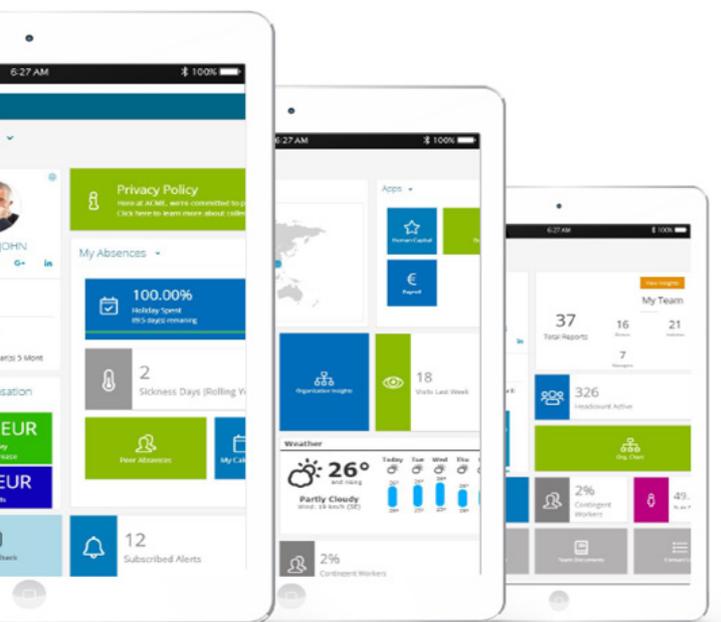

■ A modern approach to HCM

By empowering the organisation to better focus the value of its people towards its goals, Talentia HCM helps significantly improve organisation performance and results. With hundreds of clients worldwide, Talentia HCM supports thousands of HR professionals, employees and managers, from some of the world's best-known organisations.
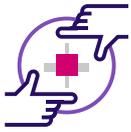
Designed to be deployed in-house or on a Software-as-a-Service (SaaS) basis, Talentia HCM delivers a flexible, powerful and comprehensive solution to combat many of the challenges faced by today's HR functions.

■ Agile process

Inbuilt workflows and self-service means time consuming tasks can be automated and decentralised, reducing administration and giving the HR team time to focus on strategic issues and business performance.

■ Talentia HCM will help you optimise

Engagement
A digitalised experience to drive engagement

Development
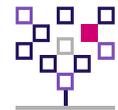Foster a culture of continuous improvement and growth

Experience
Create a collaborative culture for employees to connect and share

Flexibility
Automate your HR processes and streamline tasks

Reporting
Understand your workforce with powerful insights

■ Your partner now, and in the future

Talentia delivers an innovative way for users to optimise the management of their people in a secure, GDPR compliant environment. Talentia understands that the HR landscape does not stand still and therefore clients require new advancements in technology to enable them to achieve their evolving objectives. That is why the solution is modular and built on a flexible and modern architecture. You can add on modules as and when you need them. A scalable solution to grow as you do.

■ Global processes at a local level

Talentia HCM is natively designed to support common challenges faced with multi country complexities. With configuration tools to manage specific fields, drop down lists and visibility by country with a rich set of configuration options to suit customer needs at different levels. This powerful feature will automatically display or hide information based on the user's company & country. Global HR will remain in control of the full workforce with global visibility, but can be confident knowing only country specific information is visible in local areas.

■ Talentia HCM

A suite of modules covering the whole hire to retire process

HR Administration
- Core HR*
- Onboarding
- HR Intelligence
- Absence Management
- Charting
- Virtual Assistant
- Survey

Recruitment
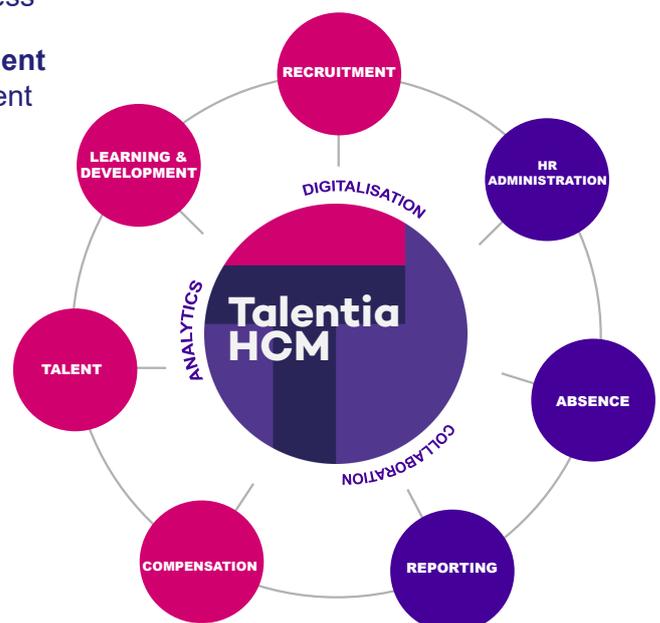- Recruitment Management
- ATS powered by Arca 24

Talent
- Performance Management
- Talent Management
- Succession and Career
- Continuous Feedback

Learning & Development
- Training Management
- LMS

Compensation
- Salary Analysis
- Pay Review

*Pre-requirement for all modules