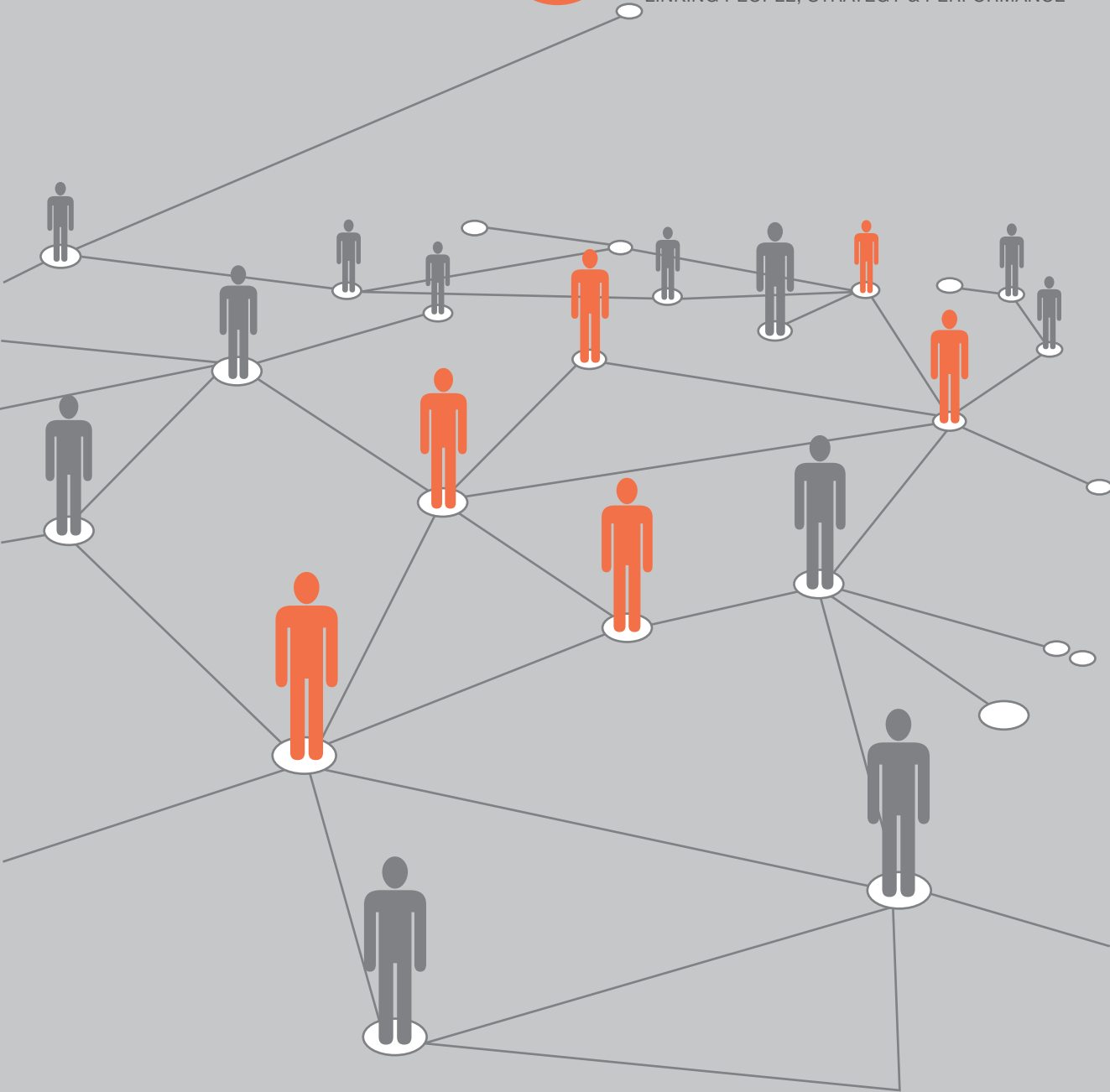




HR ALIGN™
LINKING PEOPLE, STRATEGY & PERFORMANCE



Human Resource Management is a complex subject and has far reaching consequences, if even one initiative of the HR process is missed out! Most HR initiatives generally stop at Administrative Excellence stage. A few have struggled to achieve Service Excellence, but only a handful can claim authority in Strategic and Business Excellence.

HR Align, has been designed as an IT platform for all the above three levels of excellence. It has done this by seamlessly integrating Behavioral competencies and Domain knowledge to arrive at the potential of an individual. This unique concept gives a holistic view of your Talent pool – leading to optimized Career paths and case of Succession planning.

In today's competitive market place, it helps you to ensure that your organization has the right people in the right roles at the right time! HR Align spells out its value proposition through a comprehensive and systematic approach to Leadership Development. It caters to all the HR needs – from the most routine to the highly specialized – thereby simplifying and demystifying this immensely complex subject.

HR Align addresses diverse stakeholder needs – for Board of Directors, CEO's, Senior Management, Line Management and Administrative staff. In the process, it orchestrates the assorted strings of Policy, Process, People and Priority - to create a symphony of collaborative process - driven and business - centric environments.



Demystifying the HR Process

- Step 1** Form behavioral competency bands for your organization structure
- Step 2** Define detailed job profiles with requisite functional competencies
- Step 3** Migrate job profiles with similar behavioral competencies into appropriate competency bands
- Step 4** Create strategies based on the goals set
- Step 5** Link performance management system to your strategies
- Step 6** Mentor and assess each individual's KRAs
- Step 7** Adapt reward / compensation based on objective scale created for behavior and domain expertise.
- Step 8** Assess and review each individual for their behavioral and functional competencies and derive the competency gaps between them and their job profile
- Step 9** Prepare a development plan and spot your talent pool
- Step 10** Build career paths
- Step 11** Develop a succession plan

HR Align's – Value Proposition

Competency based organizational structures with weightage given both to the behavioral and functional competencies

Holistic approach to ensure that you have the right person for the right job

Takes care of all your Human Capital development and Career needs

Ensures your organization thinks strategically

Excellent performance and mentoring tools to achieve set goals

Freedom to design your own aptitude and psychometric test and correlate the results in a meaningful manner

Online 360 degree capability with the ability to design your own survey questionnaires

Automatically shows up your Talent pool for fast track career growth

Mitigate subjectivity in appraising and compensating employees

Extremely user friendly with pop ups, alerts and to-do notifications

Limitless MIS reports with graphic aids and charts

Unique and dynamic graphical dashboards for quick analysis

Receive online/realtime alerts through email/SMS respectively

Key Features

- Web Enabled / Client server architecture
- Completely scalable
- Flexible work flow management
- Analytical / Graphical Dash Boards for CEO, HR Head & Line Managers
- Employee Self Service
- Manager Self Service
- Powerful Search, Summary, Reports and Queries
- Critical MIS Reports
- Enhanced Security system
- Embedded HR best practices
- Intelligent Auto Reminders / Alerts / 'To Do' notification on the system
- Auto generation of Birthday / Anniversary greetings
- Sample Letters / Templates
- Retrieve Archive files
- Extensive Tool tip features
- Alerts & Reminders on Mobile phones and official email ids

System Requirements

Server Side

Processor Dual Core 2.06 GHz

HDD 3 GB

RAM 3 GB

OS Window 2003 and above

Database Oracle 9i and above / SQL 2005 and above / SQL express

Client Side

Processor Intel PII or equivalent

HDD Minimum 20MB free disk space

RAM Minimum 128MB

OS Windows 98 or above





ALIGN™

LITE LICENSE VERSION 2.0

Administrative Excellence

- Organization Structure
- Employee Information
- Induction
- Transaction Management
- Recruitment Management
- Leave Management
- HR Budget
- Admin Help Desk
- Payroll

Service Excellence

- Employee Self Service Portal
- Attendance Management
- Time Sheet Management
- Travel Management

Modules & Features



Administrative Excellence

- Organization Structure
- Employee Information
- Induction
- Transaction Management
- Recruitment Management
- Leave Management
- HR Budget
- Admin Help Desk
- Payroll

Service Excellence

- Employee Self Service Portal
- Attendance Management
- Time Sheet Management
- Travel Management

Strategic & Business Excellence

- Balanced Score Card
- Performance Management System
- Compensation Management
- Training Management
- Talent Management
- Career Planning & Succession Planning
- OHEI / HR Audit
- HR Scorecard
- Competency Mapping
- 360 Degree Feedback

Modules & Features

HR Consultancy Services

Organization Restructuring & Job Profiling Designing a new or restructuring the existing Organization structure based on the Vision and the long term Strategies of the company and defining individual job profiles including key responsibilities.

Competency Mapping Create a generic competency framework based on behavioral competency bands across the organization with specific behavioral indicators in order to assess employees, against specific job profiles.

Balanced Score Card based Performance Dashboards Creating Strategies Operational initiatives and linked KRA's for the Organization and facilitate objective assessments as far as possible.

Assessment Centers & Development Centers Designing an Assessment and Development Centre for talented employees within the organization with a view to create a leadership pipeline.

Compensation Restructuring Restructuring the compensation and benefits of employees to keep pace with changing market trends as well as enhance overall package by being statutorily compliant.

Policy Formulation and Implementation Developing best practices, systems and policies gathered over an experience of over two decades across various sectors.

HR Audit To identify the organization's level of culture assimilation and help strengthen the values and culture. Building a culture that is common across the organization.

360 Degree Feedback Design and carry out the 360 degree feedback across the Organization in order to get an objective and introspective feedback across the organization on various themes.

Management Development and Coaching and Mentoring Design and Conduct Management Development programmes for senior management on Strategy, Execution, Coaching, Mentoring etc.



Neterson Technologies Pvt. Ltd. (A Neterwala Group Company)

Mulla Baug, S.V. Road, Manpada, Near Hill Crest Society, Thane West 400 610. India.
Tel: +91 22 25899059 / 25898120 / 25893205
Email: contact@netersontech.com Website: www.netersontech.com