Talent Management Software
to manage selection processes, onboarding and employees' performance
Talentum | Talent Management Software

END-TO-END HCM SOLUTION FOR RESOURCE MANAGEMENT

Boost your recruitment by reducing time-to-hire by 50% and manage your employees in a digital workplace.

Talentum is a complete and intuitive end-to-end solution that allows the HR department to acquire, manage and optimise the workforce throughout the employee’s life cycle (from search and selection activities to the onboarding of selected candidates).

New team members will be included in the data management software, together with existing employees, for a complete management of personal data, roles and skills.

The solution includes: a module for internal mobility, a system for performance evaluation and management and a Social Networking Software to improve corporate communication and cooperation.

Manage selection process, onboarding and employees’ performance with #TALENTUM
1. Talent Acquisition
Create your talent pool of candidates through: multiposting integrated into the software, AI CV matching and soft skills matching. The pre-screening of the profiles carried out by the semantic engine can be refined with over 50 selection filters.

2. Employee data
Enter the personal data of the new employees in the system, define the company structure, map the roles of the employees and establish organizational objectives and behaviors for each.

3. Performance
Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.
Create a new job ad
By filling in an easy form, the job ad will be automatically published on your website.

Multiposting
Thanks to an integrated multiposting tool, it is possible to easily spread the job ads on recruiting platforms and social networks with just a few clicks.

The recruitment software is already integrated with more than 100 job boards, as for example:

- indeed
- neuvoo
- trovit
- jobrapido
- LinkedIn
- Monster
Main filters
The system provides you with a set of filters that allows you to ease the ranking and the candidates’ shortlist.

Candidate's ranking
The system automatically ranks both directly applied and matching candidates (candidates matching with the search).

Candidates are ranked according to the professional tags and job titles read by the semantic engine inside the CV and into the job description.
1. Talent Acquisition | Candidate’s profile | Activities

Candidate’s profile
Within the candidate’s profile it is possible to:
- attach files;
- request tests, video interviews and video CVs;
- communicate via e-mail, SMS and chat;
- provide direct feedback on the profile;
- share the profile with colleagues.

All candidate’s activities are mapped.
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Management of sites, divisions and departments
The system allows you to define the organizational structure, using three multiple choice variables: the creation of physical sites, divisions and company departments.

For each department it is possible to create specific permissions.
Models of roles, competences and behaviors
It is possible to create an infinite number of roles, defining the main characteristics for each.

Each role can be associated with an indefinite number of technical skills (hard skills) and expected behaviors (soft skills) - characteristic of the organization - that the employee must own to fill the position.
2. Employee data | Organization chart

Organization chart
Once the candidates have been onboarded, the system automatically creates a dynamic company organization chart, which can be consulted both by role (visibility on the structure only, without any reference to individual employees) and by actual configuration (each collaborator is shown, within the ‘organization chart, associated with your specific role).
Onboarding
The personal data can be transferred directly from the ATS form or you can proceed with the manual entry of personal, contractual, role and workplace data.

Once this information is present, the employee's record is created in the system.
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Definition of targets

It is possible to insert a series of target models (goals) that can be associated transversally to one or more company roles, present in the organization chart.

The system allows the association of the same goal to different roles.
Evaluation events
The system manages four different types of evaluation events:

- **standard evaluation** (created on the basis of the different company hierarchies: the role or roles hierarchically superior can evaluate hierarchically inferior roles);
- **custom evaluation** (standard evaluation event independent of company hierarchies);
- **self-evaluation** (it is possible to ask one or more roles to self-assess themselves);
- **smart evaluation** (created ad hoc on the basis of specific customer needs, it is a recurring event that allows continuous 360-degree feedback).
Evaluation dashboard
The assessment dashboard provides an overview of all the assessments made within the company; for each type of event, it is possible to view the total number of assessments made with an overall average of the scores obtained and a time chart that shows the performance trend in a specific period.

Reporting and KPIs
The system provides detailed statistics with respect to all the evaluation components and allows you to cross-reference all the metrics collected and extract detailed data on: employees, sites, divisions, departments or a specific time frame.

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