



HR Tech  
Factory

# HCM software

to manage selection processes,  
onboarding and employees'  
performance



Search: Front end developer

	<b>Fred Bowen</b> Front end developer	100% match ✓
	<b>Keith Morgan</b> Front developer	96% match
	<b>Rena Johnston</b> Web developer	82% match

MANAGEMENT SOFTWARE  
TALENT



# ats

## Application management

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.

# onboarding

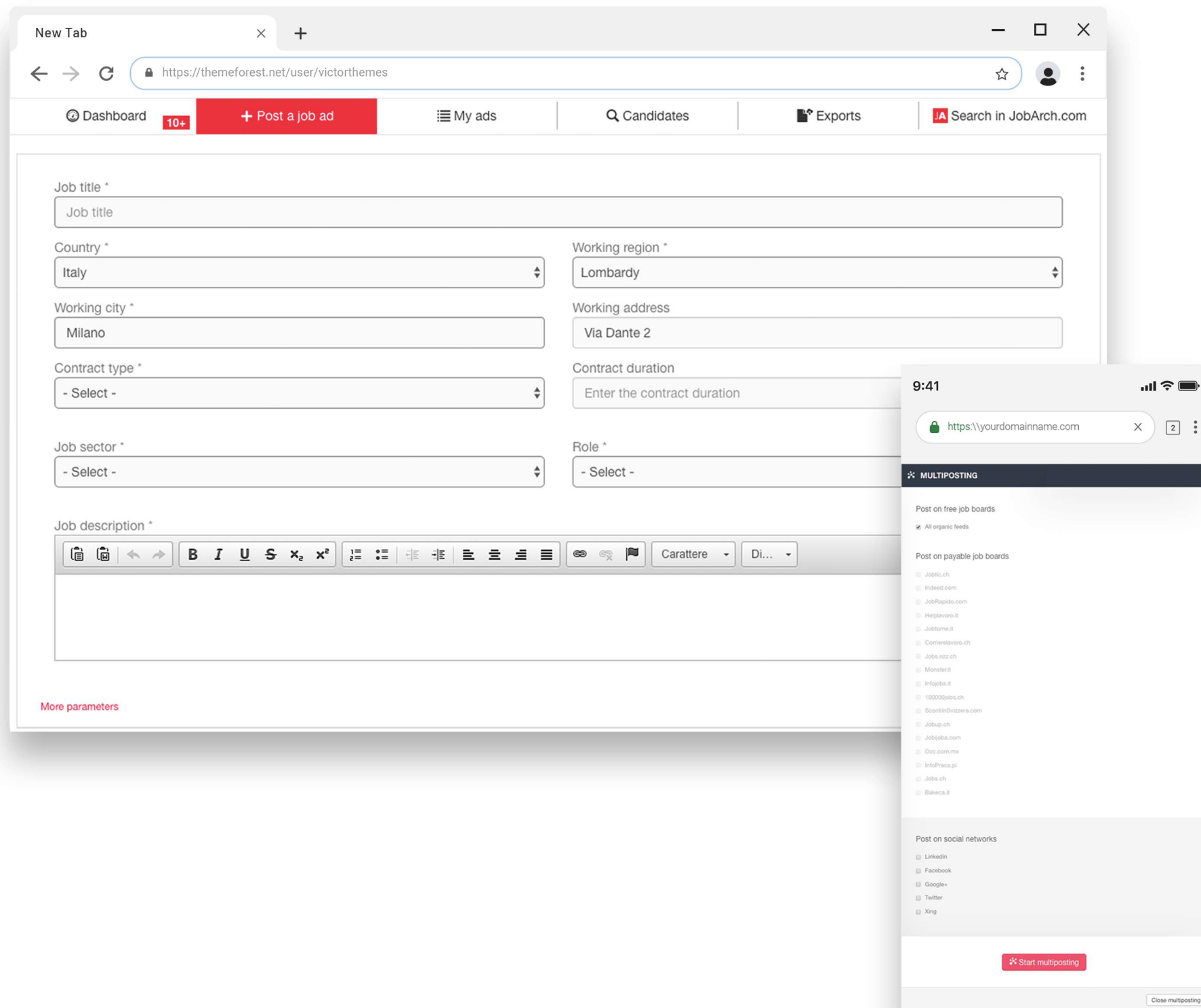
## Employee management

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.

# performance

## Employee assessment

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:



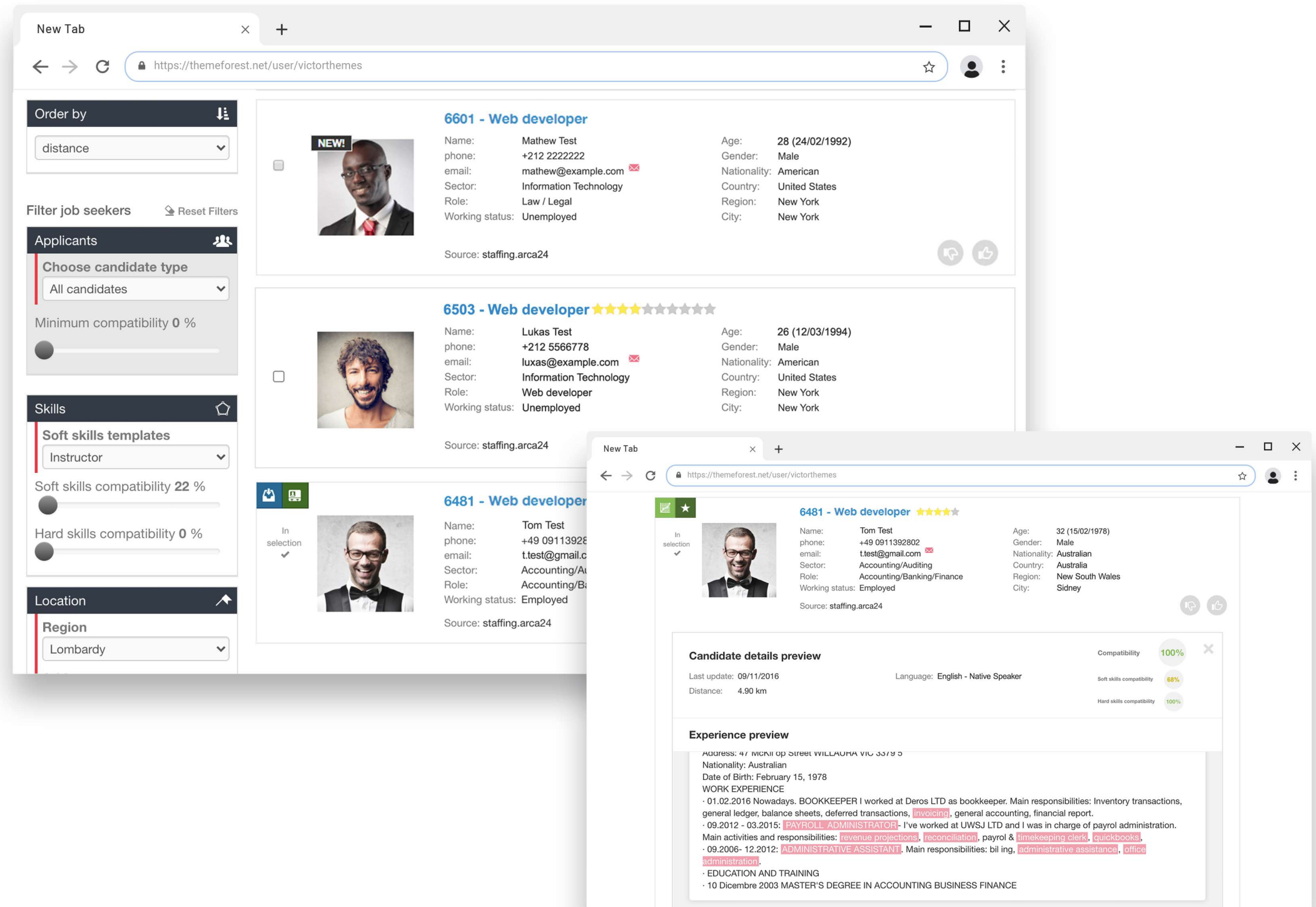
### main filters

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.



**17921 - web developer** ★★★★★★★★★★ **CONTACTED**

Name: Anthony Test 📅 🗨️ Email: antony.test@gmail.com ✉️  
 Nationality: American Mobile phone: +1123456789 📞 📠  
 Country: United States Gender: Male  
 Region: New York Age: 34 (10/10/1985)  
 City: New York Last login: 08/04/2020 16:15:11

Source: talentum.arca24.com/candidate/editCV.php

Navigation: Dashboard | Profile | Evaluation | Activities 10+ | Contracts

Sub-navigation: CV | Videos | Test

9:41 | https://yourdomainname.com

**KILLER QUESTIONS SETUP**

CREATE QUESTIONS

1. Which question do you want to ask?

2. Add question

3. Create killer questions

▶

**Job test**

Guardian

The "Sentinels" are not discouraged in face of anything. They are firmly convinced that everything that revolves around them needs to be constantly monitored and they are able to do it on behalf of others as well. The Vigilantes are active defenders of harmony, order, and mutual respect within a group.

This job seeker performed the Job Test on 12/11/2020

Psychological styles

Style	Percentage
Authoritarian leadership	71.43%
Dominance	65.71%
Planning style	48.57%
Creative style	42.86%
External locus of control	42.86%
Social self efficacy	42.86%
Emotional instability	31.43%
Personal value perception	14.29%
Independence	14.29%
Open mindedness	14.29%
Emotional intelligence	14.29%
Analytical style	14.29%
Conscientiousness	14.29%
Social desirability	14.29%

The test was developed by an Italian certified work psychologist. The test result is in no way intended to express judgements and will not have any prejudicial consequences. It only has information purposes. The results are calculated through an anonymous algorithm statistically determining potential attitudes and behaviours in the workplace. As it is only a questionnaire, and not a complete and detailed analysis, the results might be non-exhaustive and only indicative; for that reason they must be considered as purely indicative. The percentages shown are only aimed at sorting the potential attitudes, but they are not a measuring element. The test has no legal value and can in no way replace a professional certification.

### 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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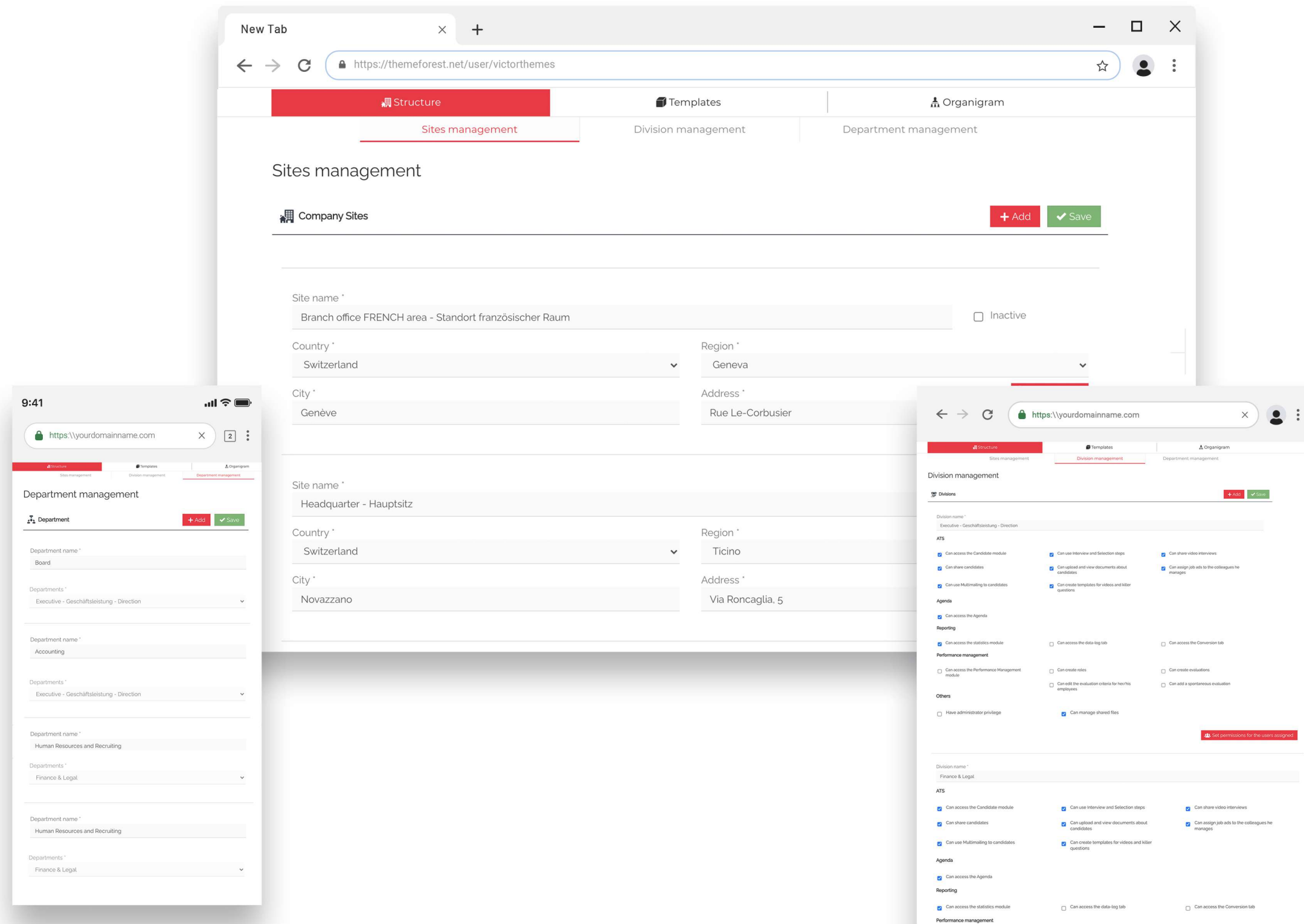
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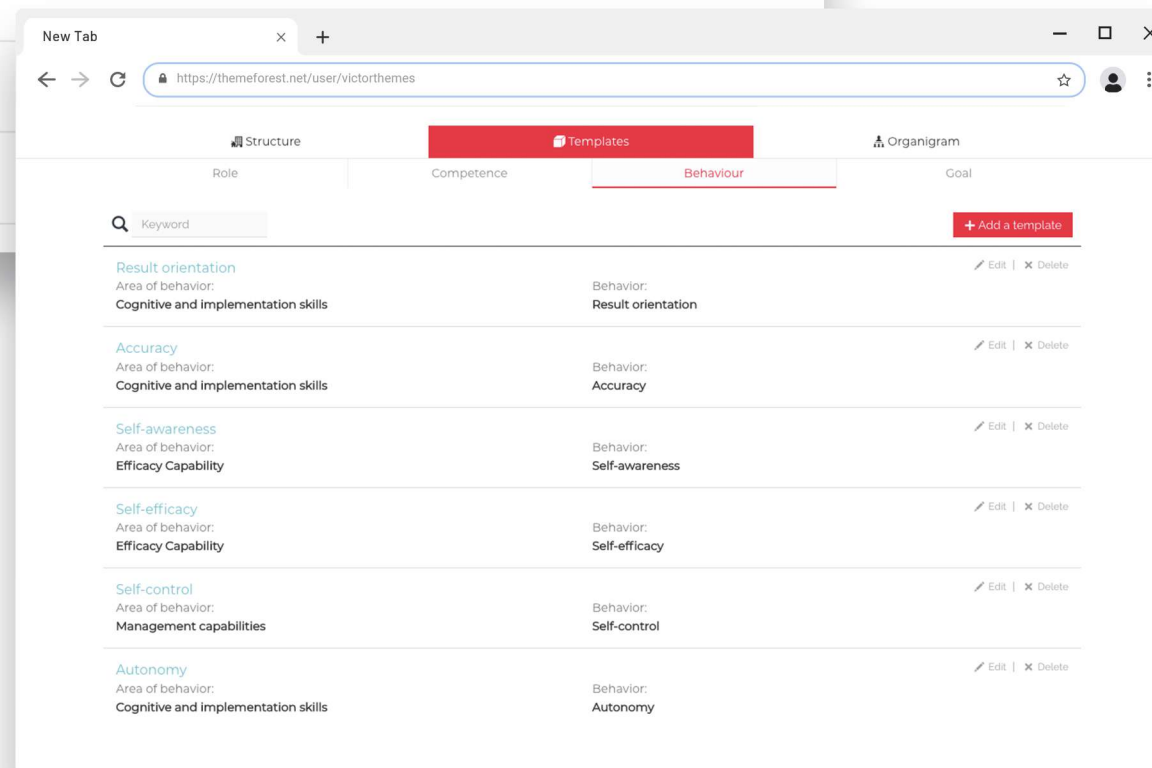
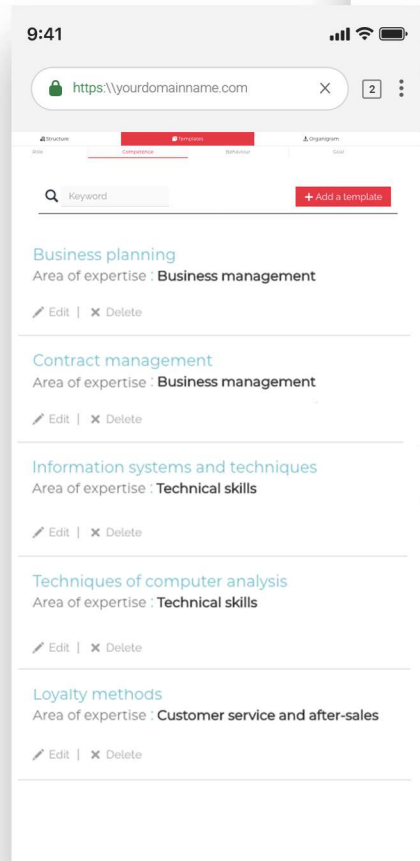
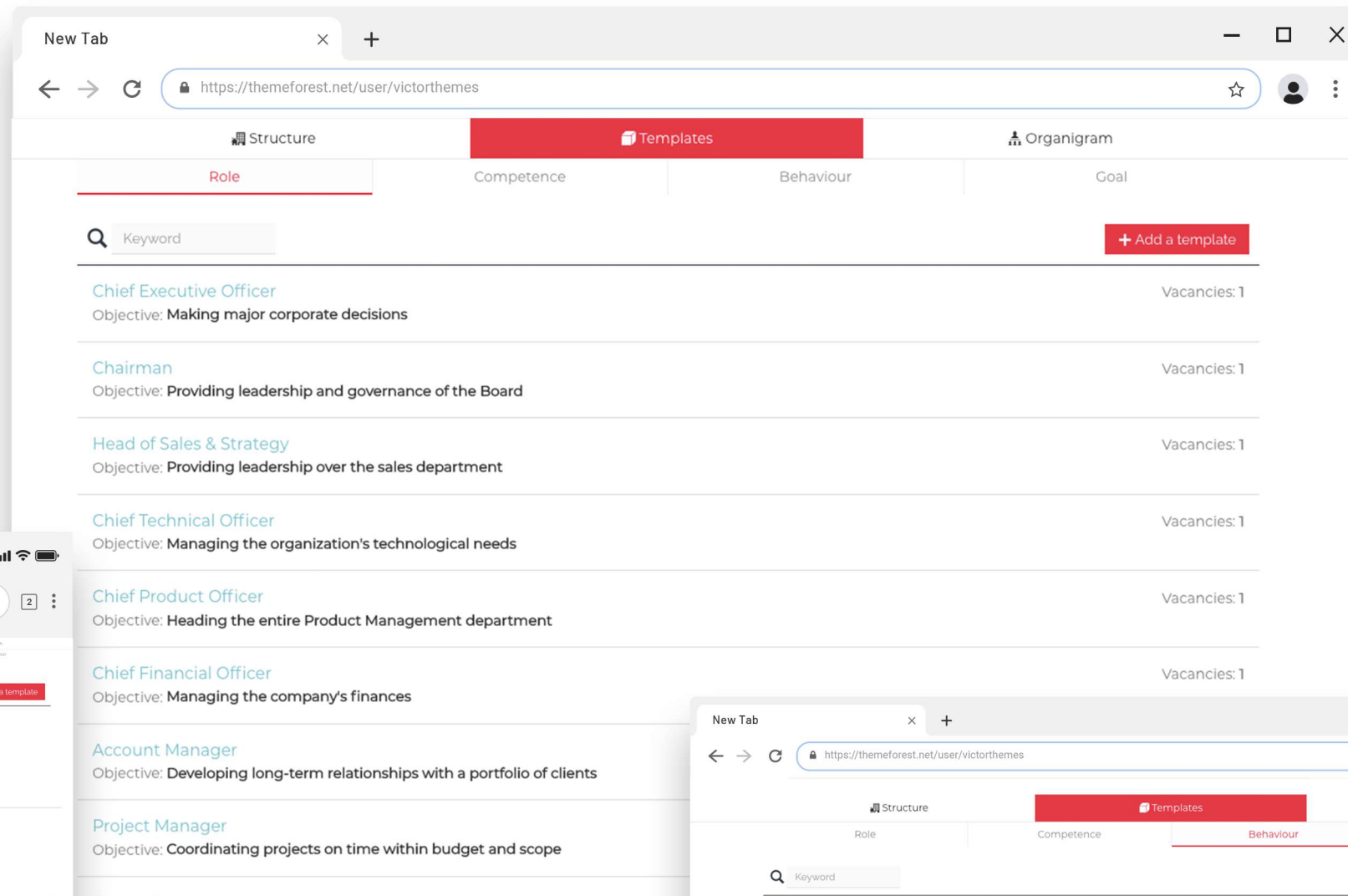
Track all the activities and objectives that employees have to complete, monitoring their progress thanks to a continuous 360-degree feedback logic that allows an overall assessment of performance.

## 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 behaviours

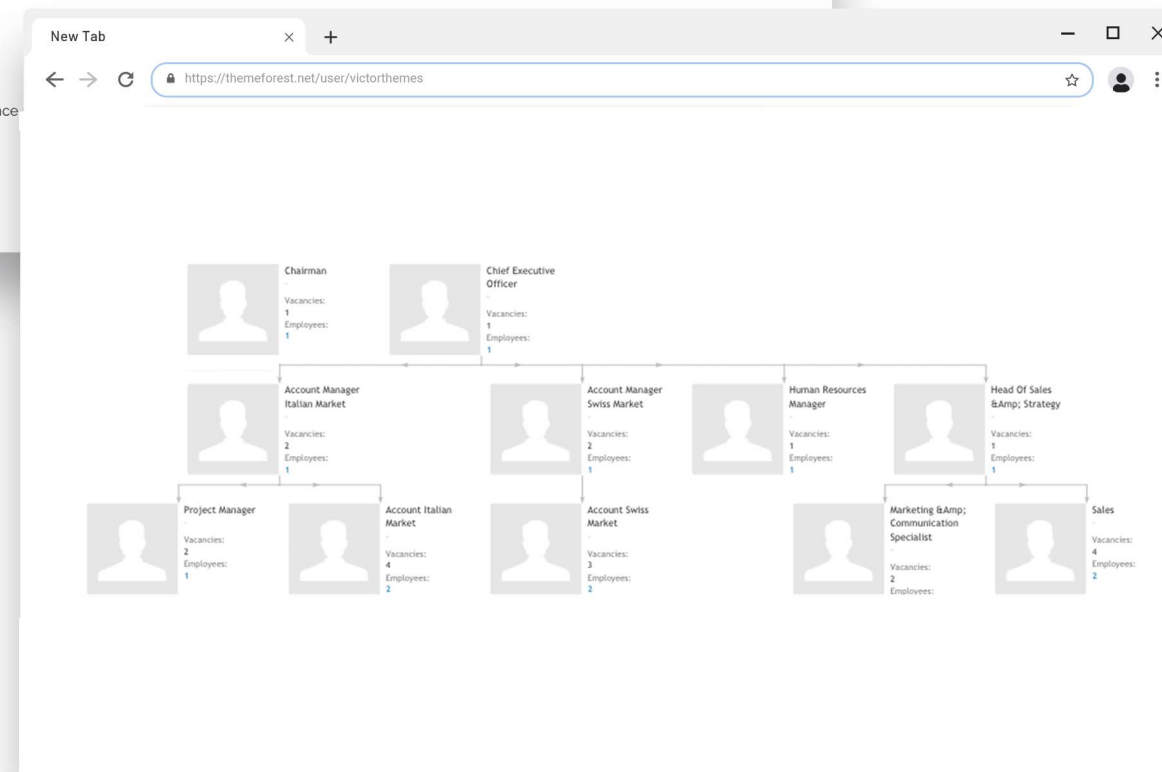
It is possible to create an infinite number of roles, defining the main characteristics for each.

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.



The screenshot shows a web interface with a navigation bar containing 'Structure', 'Templates', and 'Organigram'. Below the navigation bar is a search bar with the text 'Keyword' and a '+ Add a role' button. The main content area displays three role cards:

- Chief Executive Officer**: Objective: Making major corporate decisions. Vacancies: 1. Description: He/She manages the overall operations and resources of a company, acting as the main point of communication between the board of directors and corporate operations and being the public face of the company. Company setting assignment: Site: Headquarter - Hauptsitz, Division: Executive - Geschäftsleistung - Direction, Department: Board.
- Chairman**: Objective: Providing leadership and governance of the Board. Vacancies: 1. Description: He/She ensures that the board is effective in its task of setting and implementing the company's direction and strategy. Company setting assignment: Site: Headquarter - Hauptsitz, Division: Executive - Geschäftsleistung - Direction, Department: Executive.
- Head of Sales & Strategy**: Objective: Providing leadership over the sales department. Vacancies: 1. Description: He/She oversees activities of the junior and senior professionals and monitoring performance. Company setting assignment: Site: Headquarter - Hauptsitz, Division: Sales & Marketing - Vertrieb & Marketing, Department: Sales.



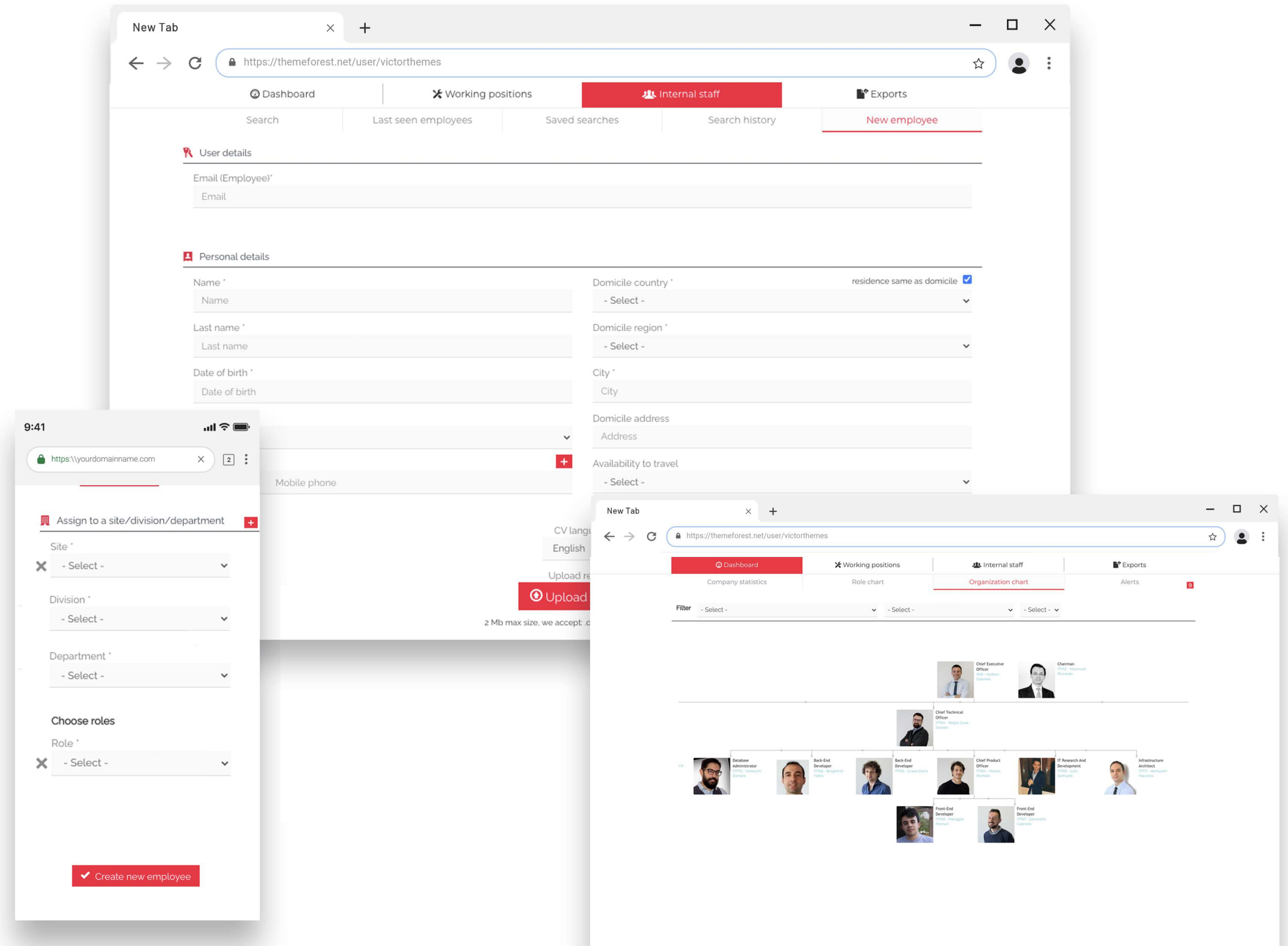
## organization chart

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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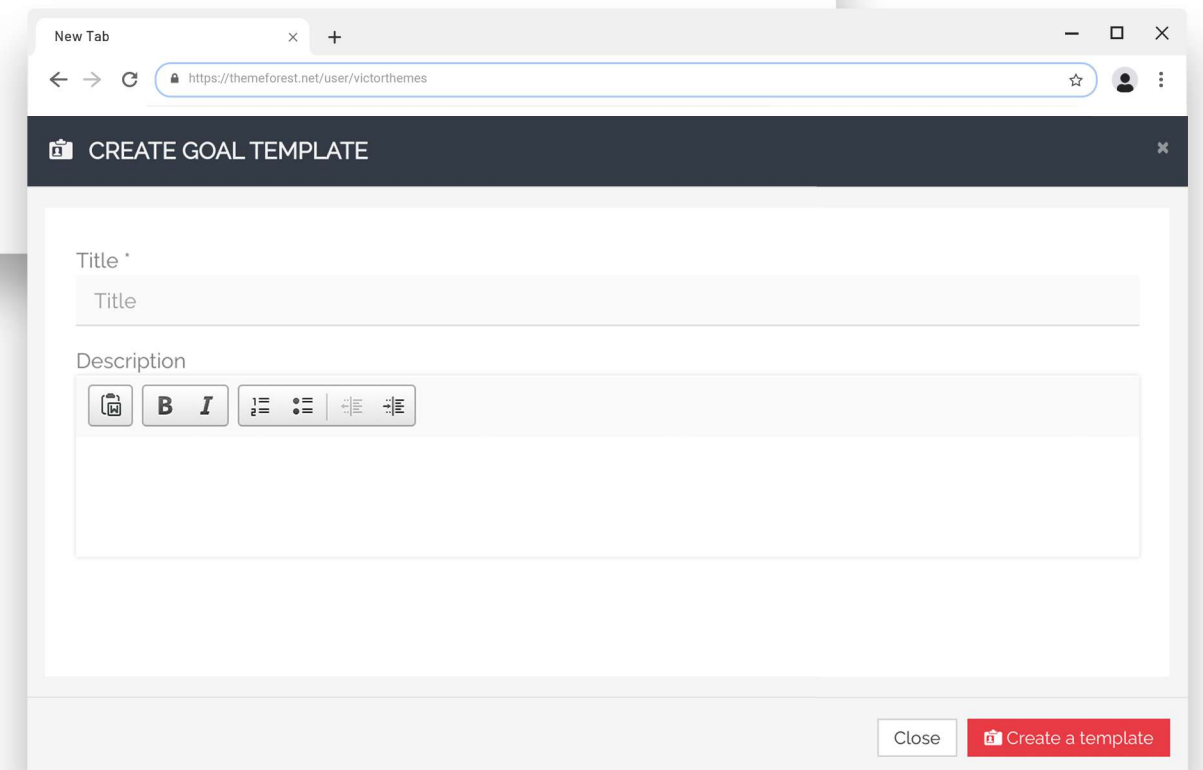
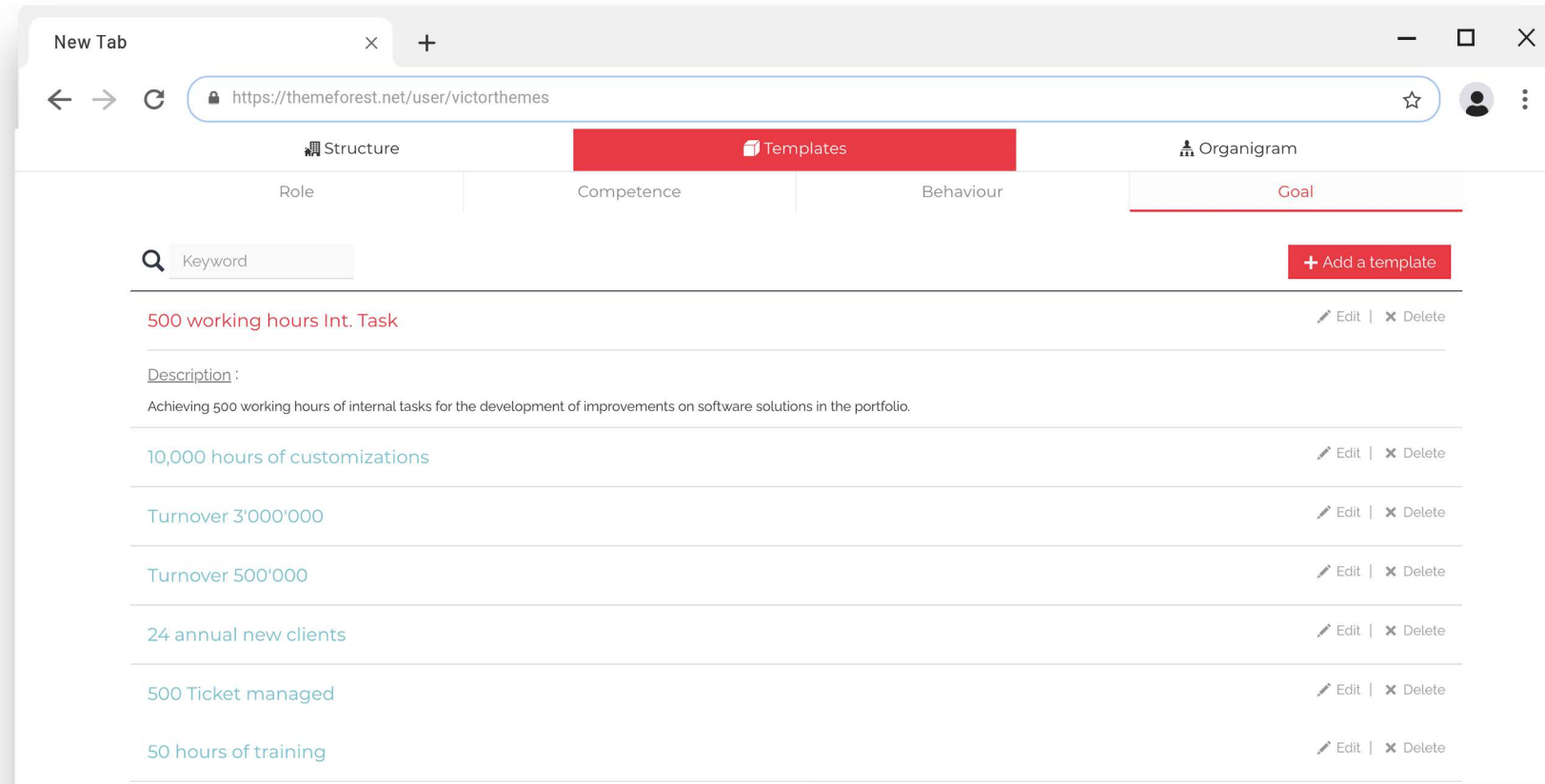
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### definition of targets

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.

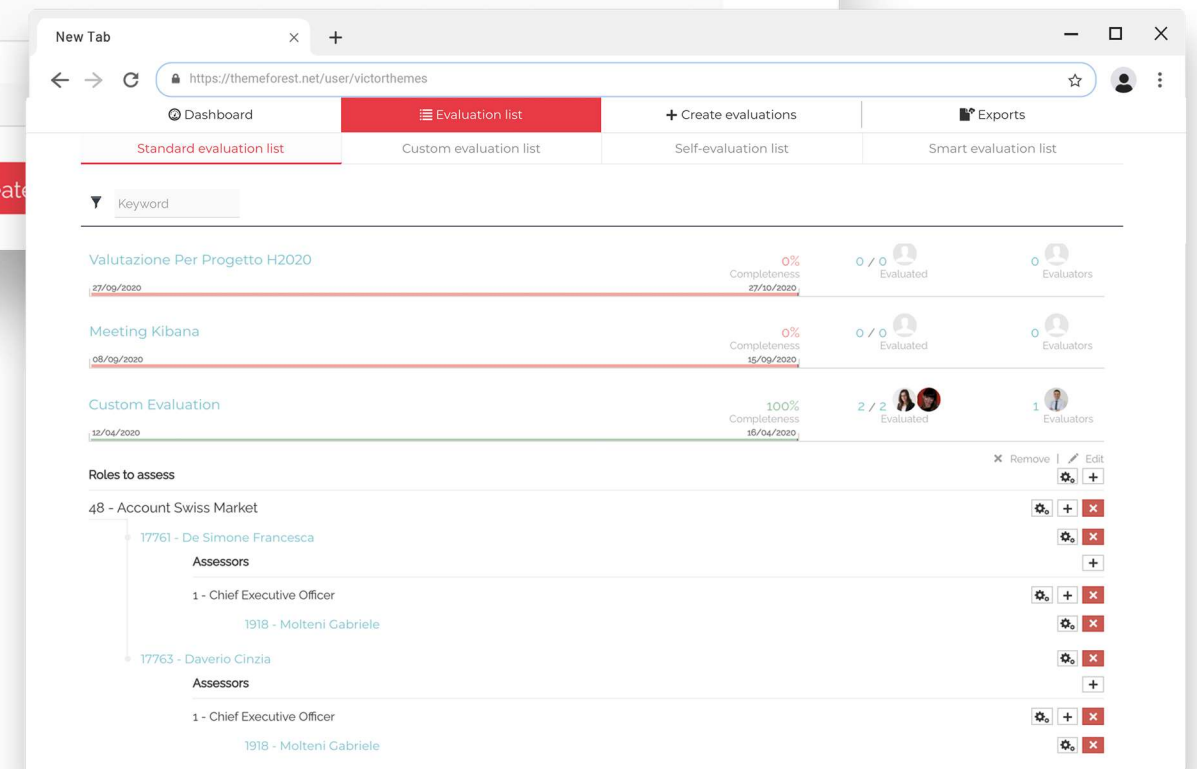
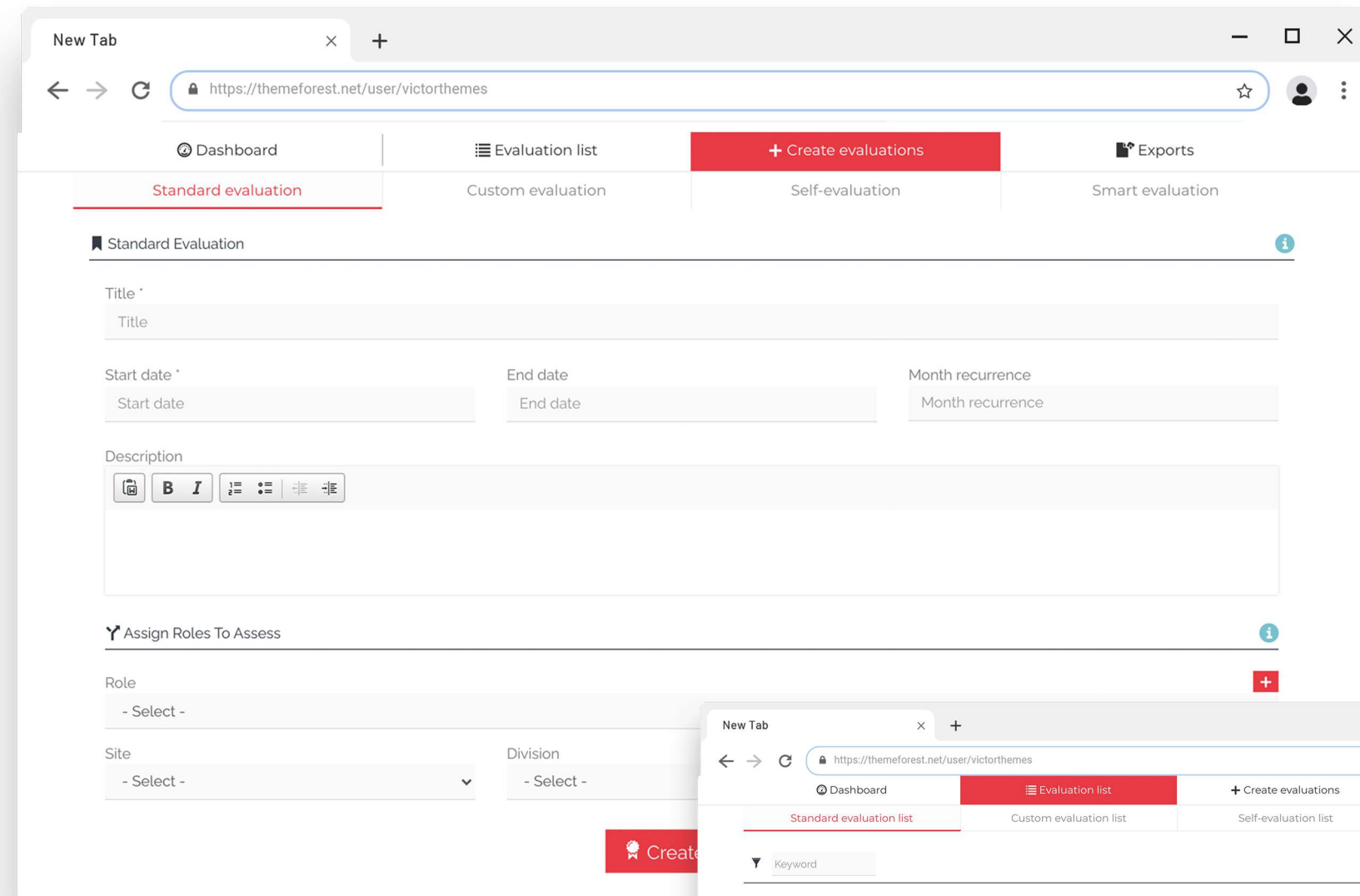
The system allows the association of the same goal to different roles.



## evaluation events

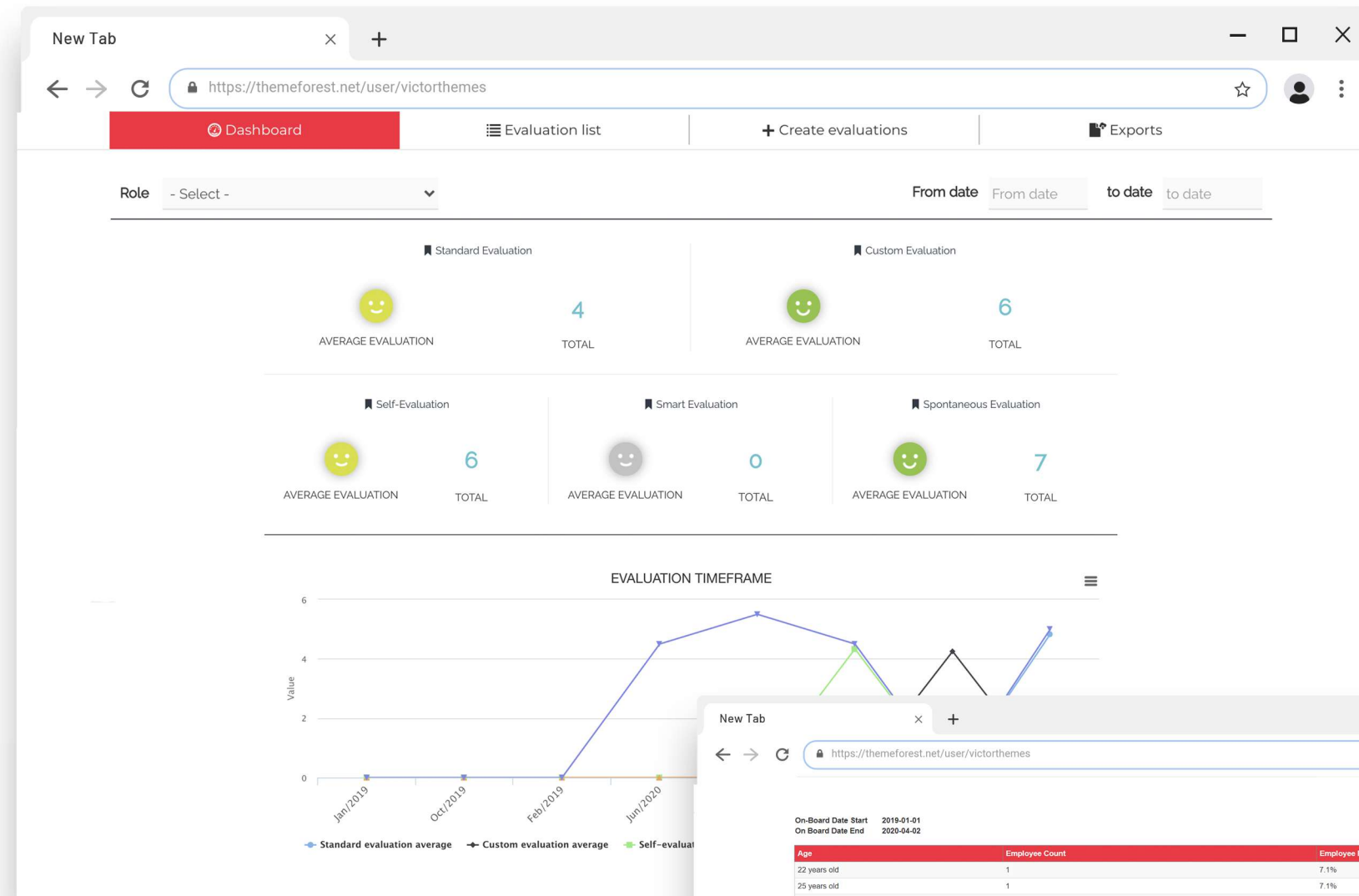
The system manages four different types of evaluation events:

- *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)



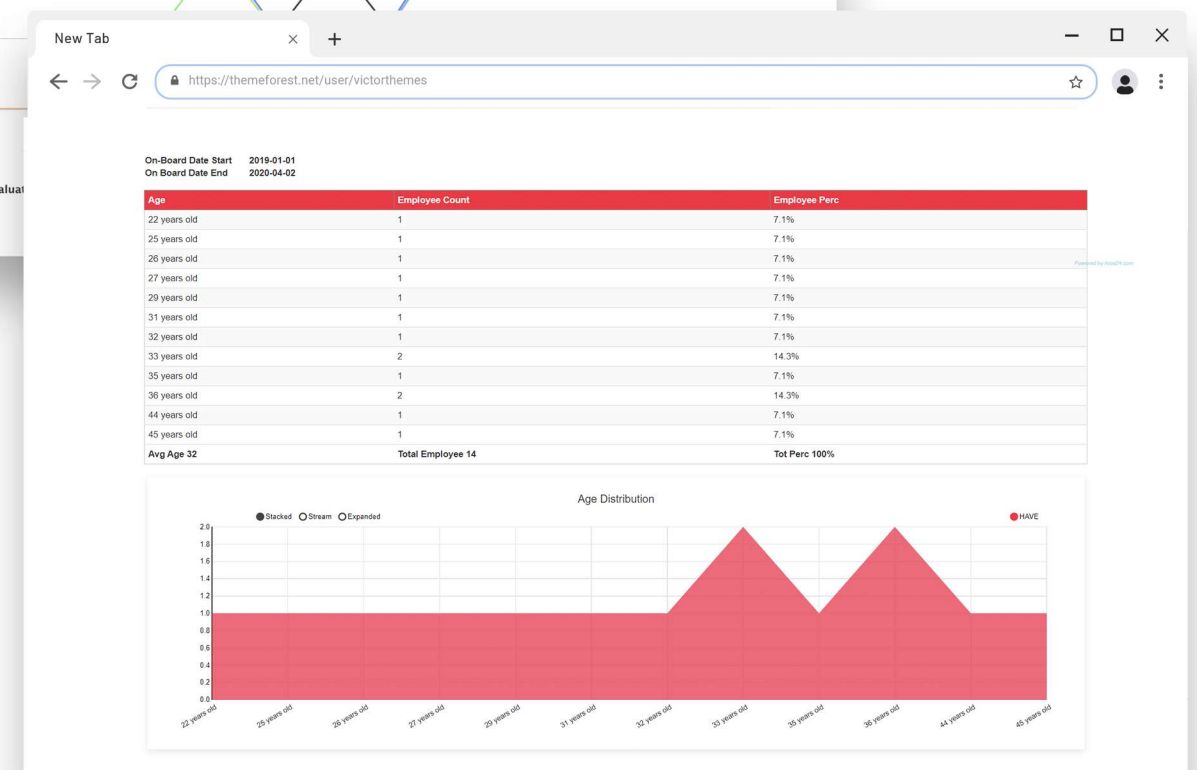
### evaluation dashboard

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 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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+41 91 210 34 91



Arca24.com SA  
CH-6883 Novazzano



[www.arca24.com](http://www.arca24.com)



[sales@arca24.com](mailto:sales@arca24.com)