ARCA 24 — HR Tech Factory

FOR LARGE COMPANY AND SMEs

Talentum HCM

Talentum HCM is a Talent Management Software that enables companies to manage the entire employee lifecycle: onboarding, posting of internal vacancies and performance management within a single application.

evaluation event

Employee*

Employee name

View date starting from:

Start date

View date until:

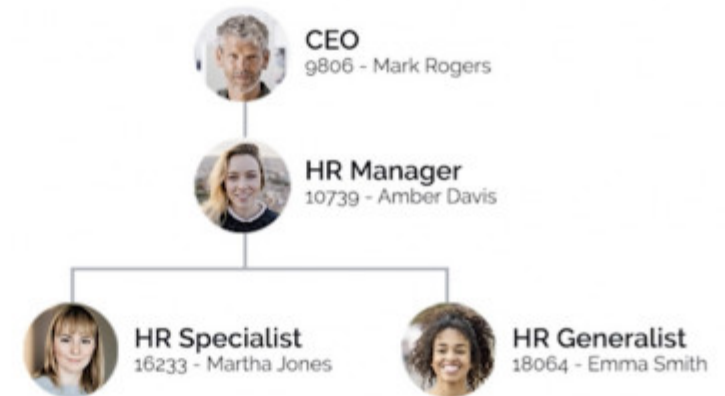End date

Activities:

- Select -

Title*

Title

Behaviour* ★★★★☆

✔ Save

360° Continuous feedback

CEO
9806 - Mark Rogers

HR Manager
10739 - Amber Davis

HR Specialist
16233 - Martha Jones

HR Generalist
18064 - Emma Smith

Talentum | People Software

Onboarding → Internal Vacancies → Performance Management → Progress Monitoring → Employee's profile

Organization	Employees Mobility	Employees Assessment	Engagement	Personal Area

Organization

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Employees Mobility

Java back-end developer

Job ad description:
We are looking for a backend engineer who has:
- experience with Java and J2EE technologies;
- experience with ORM framework (Hibernate) and JPA;
- Core Java
- database programming (PL SQL, QUERY)

We have calculated your compatibility with this job:
94%
APPLY

Employees Assessment

Keyword   + Add a template

100 hours debugging   Edit | Delete
Description
Achieving 500 working hours of internal tasks for the development of improvements on software solutions in the portfolio.

24 annual new clients   Edit | Delete
Turnover 3'000'000   Edit | Delete
Turnover 500'000   Edit | Delete
50 hours of training   Edit | Delete
500 tickets managed   Edit | Delete

Engagement

50% Completeness
06/09/2021   12/10/2021
2 / 4 Evaluated

Roles to assess

49 - Web developer
19442 - Anon Abrams
19883 - Sandra Buck
17694 - Mark Sanders
18009 - Jordan Philips

Personal Area

Last update: 25 days ago   Documents (5 files)

10739 - HR Manager
Name: Amber Davis
Email: a.davis@rhyta.com

Gender: Female
Age: 36 (12/03/1984)
Country: United States

Region: California
City: Gardena
Address: 297 Kerry Way

✓ E-signature terms and conditions have been accepted

Organization
- Organizational structure
- Employee master data, roles, competences and expected behaviours
- Company and role organization chart
- Document management
- Activities and communication with employees
- Statistics and alerts

Employees Mobility
- Posting of internal vacancies CV matching with multilingual AI (6 languages available)
- Automatic employee ranking
- Video interview
- Killer questions
- Hard & soft skills testing
- Assessment

Employees Assessment
- Definition of objectives
- Hierarchical evaluation events
- Custom evaluation events
- Self-evaluation and spontaneous evaluation
- Internal surveys

Engagement
- Evaluation dashboard (total assessments made and overall average of scores obtained)
- History of requested evaluations and spontaneous evaluations
- Calendar

Personal Area
- Departmental organization chart
- Messages
- Open job vacancies
- Document management
- Evaluation events

Onboarding

Creation of the employee's profile and organization chart.

Internal vacancies

Publication of internal vacancies and management of the entire selection process.

Performance Management

Tools for evaluating employee performance.

Progress Monitoring

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Employee's personal area enabling him/her to respond to company requests.

Management of sites, divisions and departments

The system allows to define the organizational structure through three options: the creation of physical sites, of divisions and corporate departments.
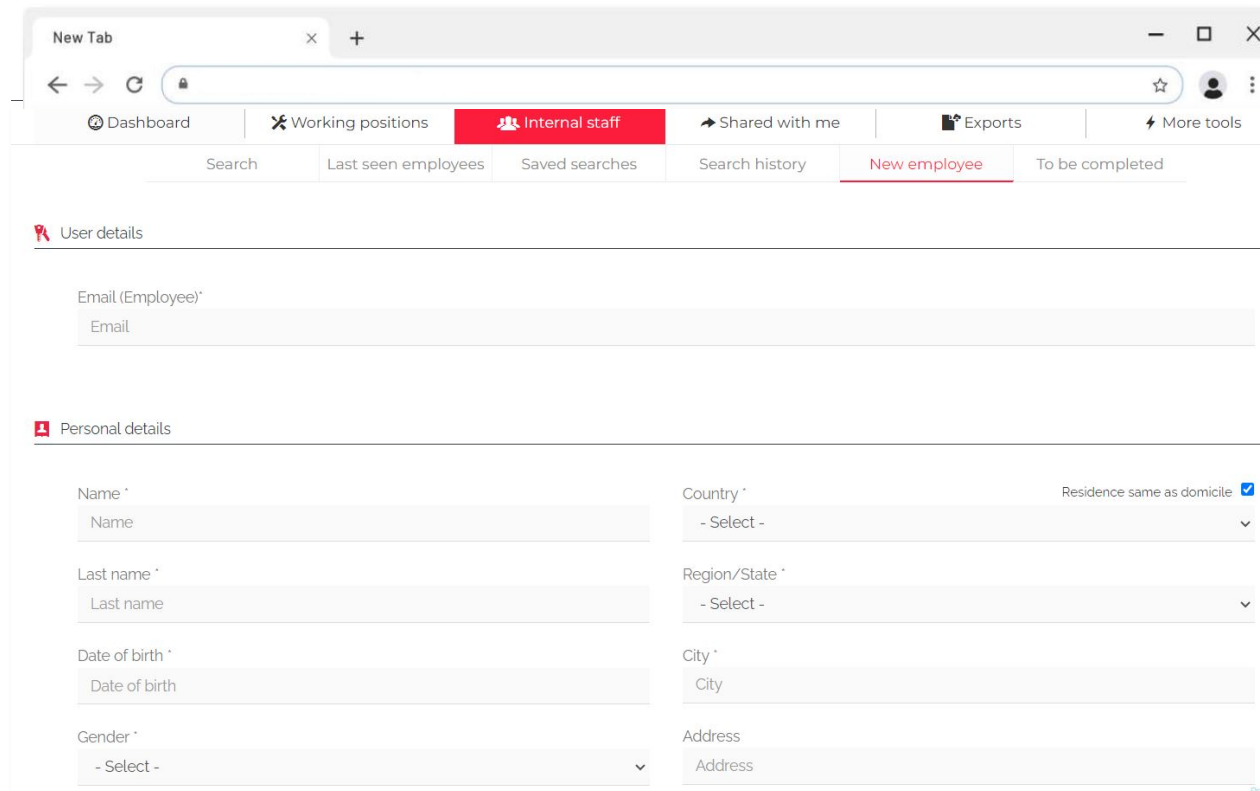
For each division, it is possible to create specific permissions levels defining the functionalities that can be accessed by the company users who are part of it.
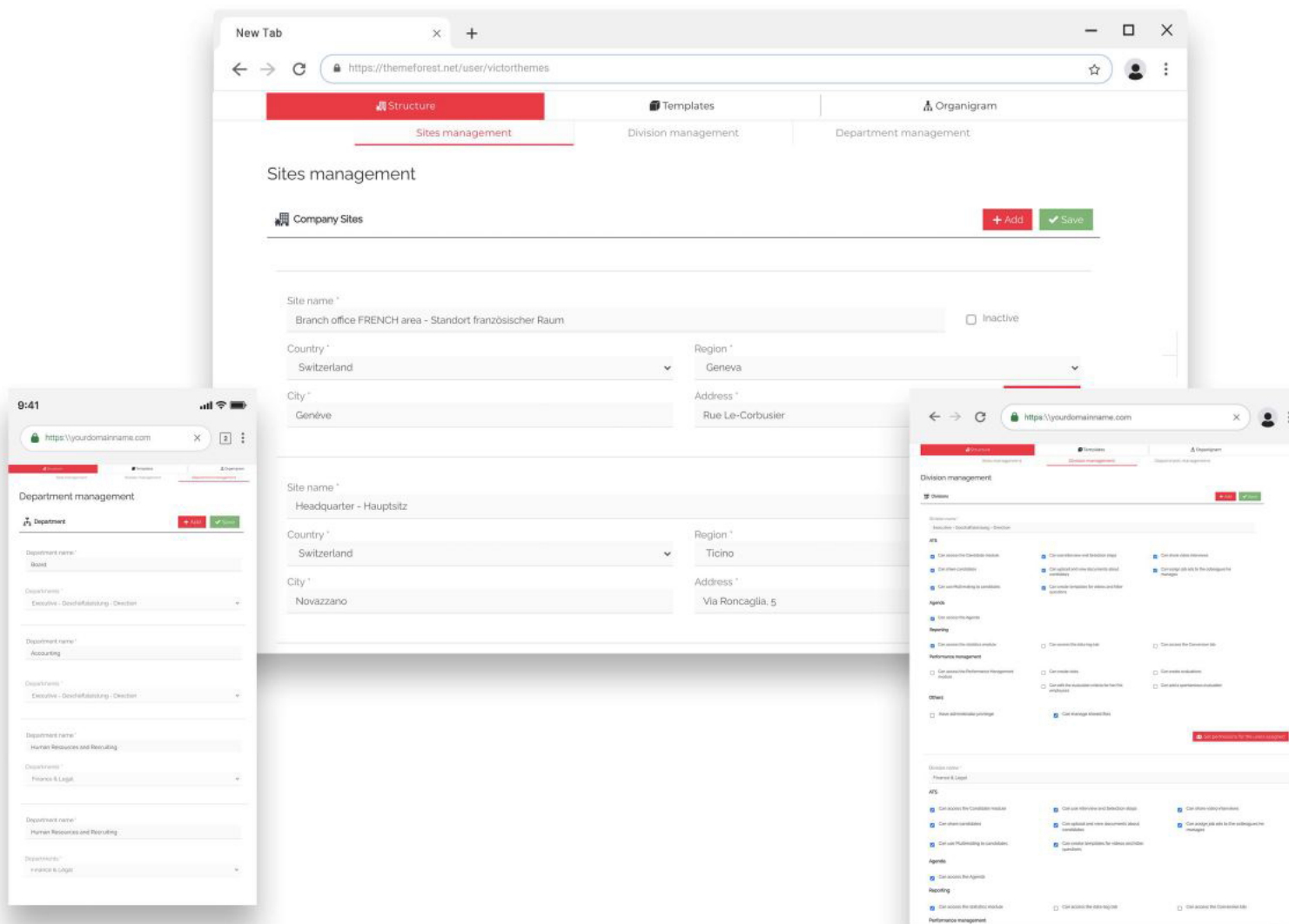
Employee onboarding

New employees' master data can be transferred directly from **Talentum ATS**. Alternatively, personal data and the information regarding their contract type, role and work location can be entered manually.

Once this information has been entered, the employee's profiles are created in the system.

Templates for roles, competences and behaviors

An infinite number of roles can be created, which outline the main characteristics for each one.

To each role, it is possible to link an indefinite number of technical competences (i.e., hard skills) and expected behaviors (i.e., soft skills), which are specific to the organization and are required for the employees to possess in order to cover their job position.

Organization chart

Once the candidates have been onboarded, the system automatically creates a dynamic company organization chart, which can be consulted both by role, namely with visibility only on the structure, without any reference to individual collaborators, and by actual configuration, namely each collaborator is shown within the organizational chart, with link to his/her specific role.
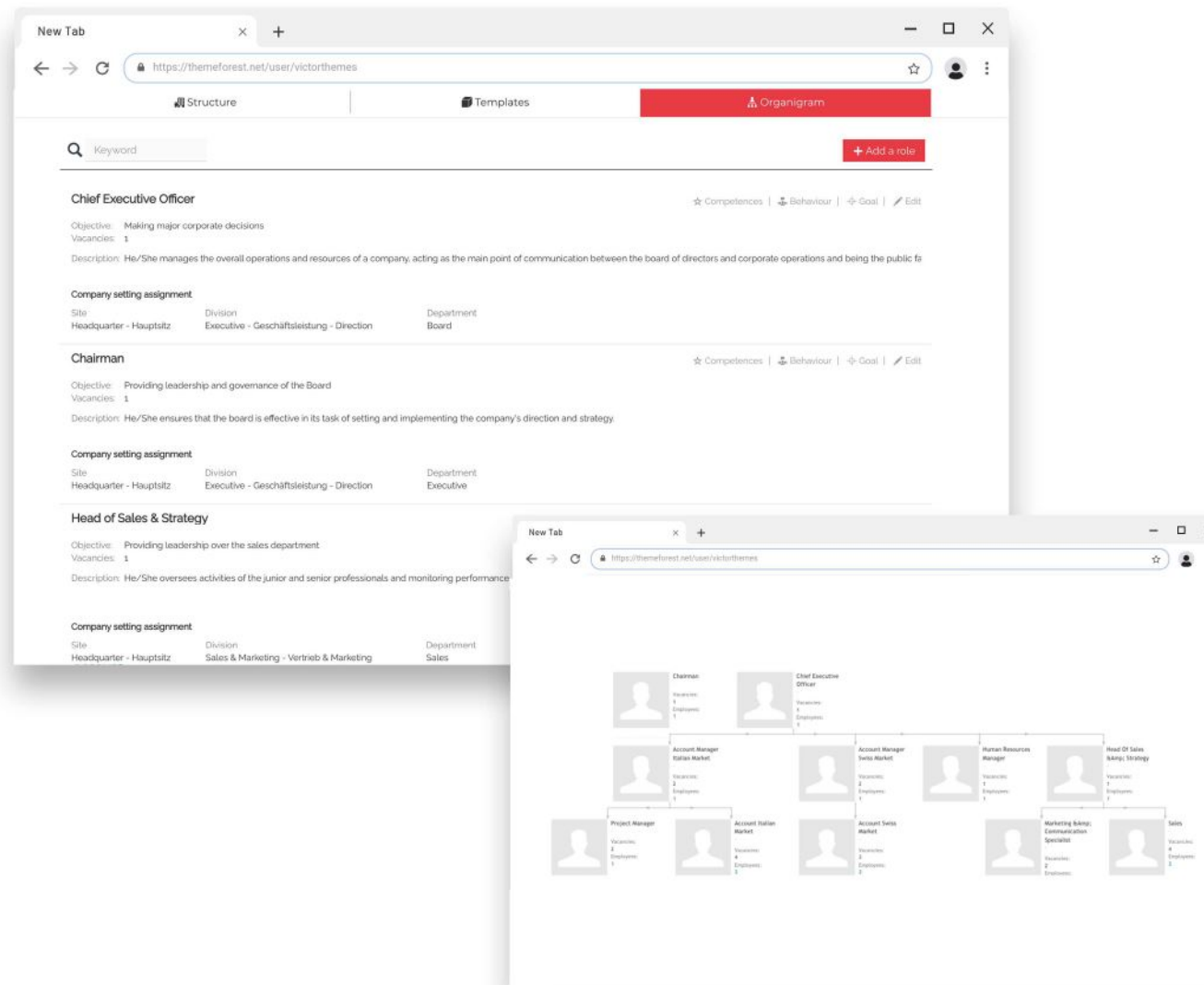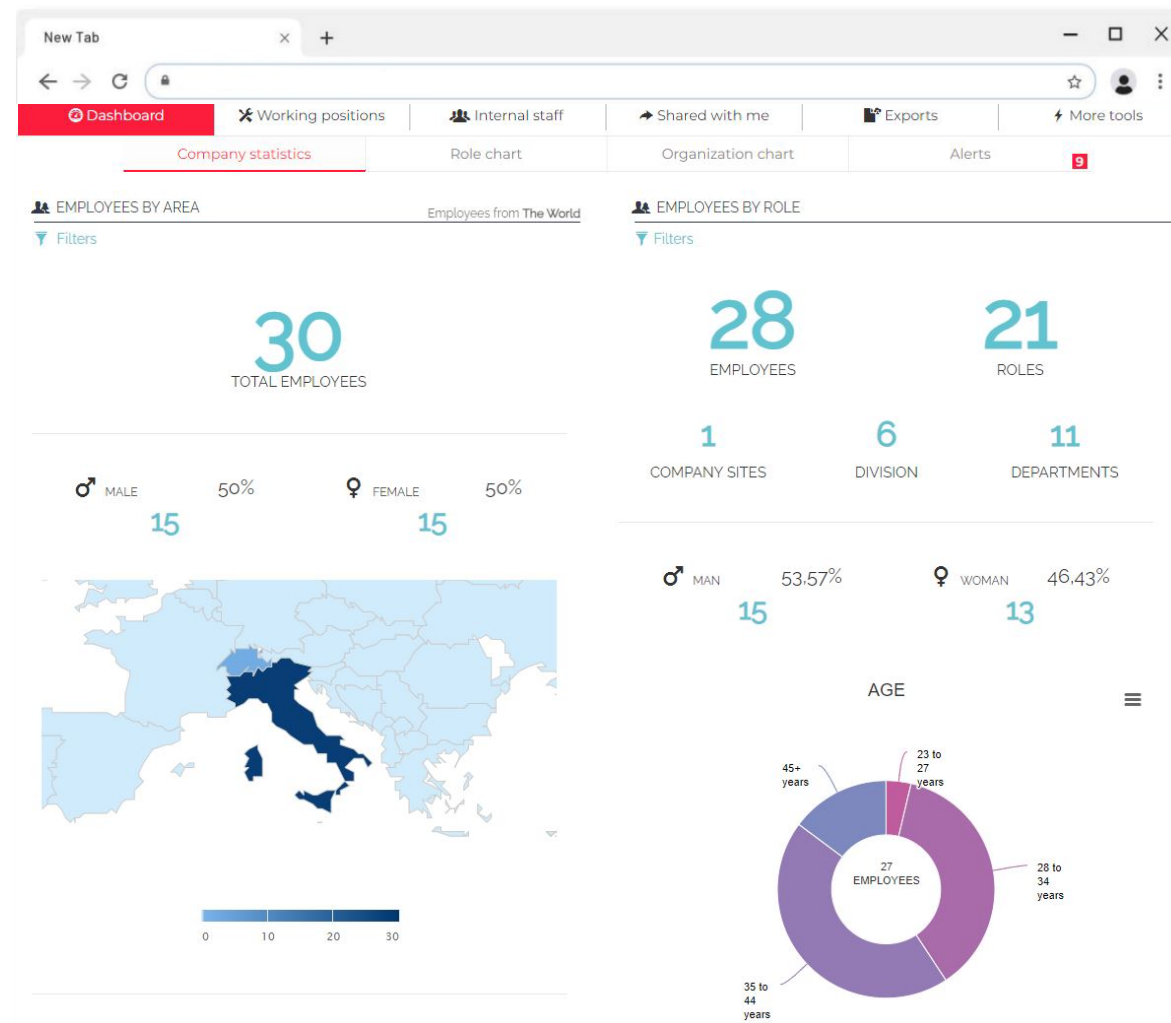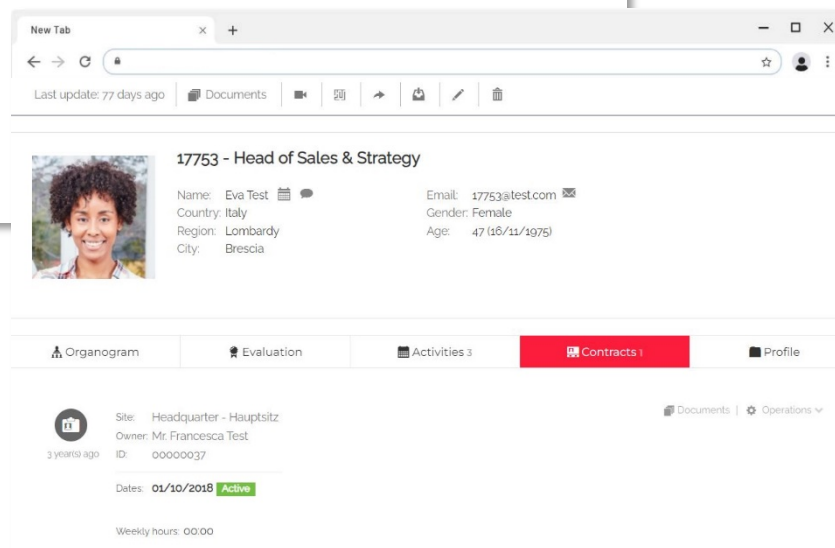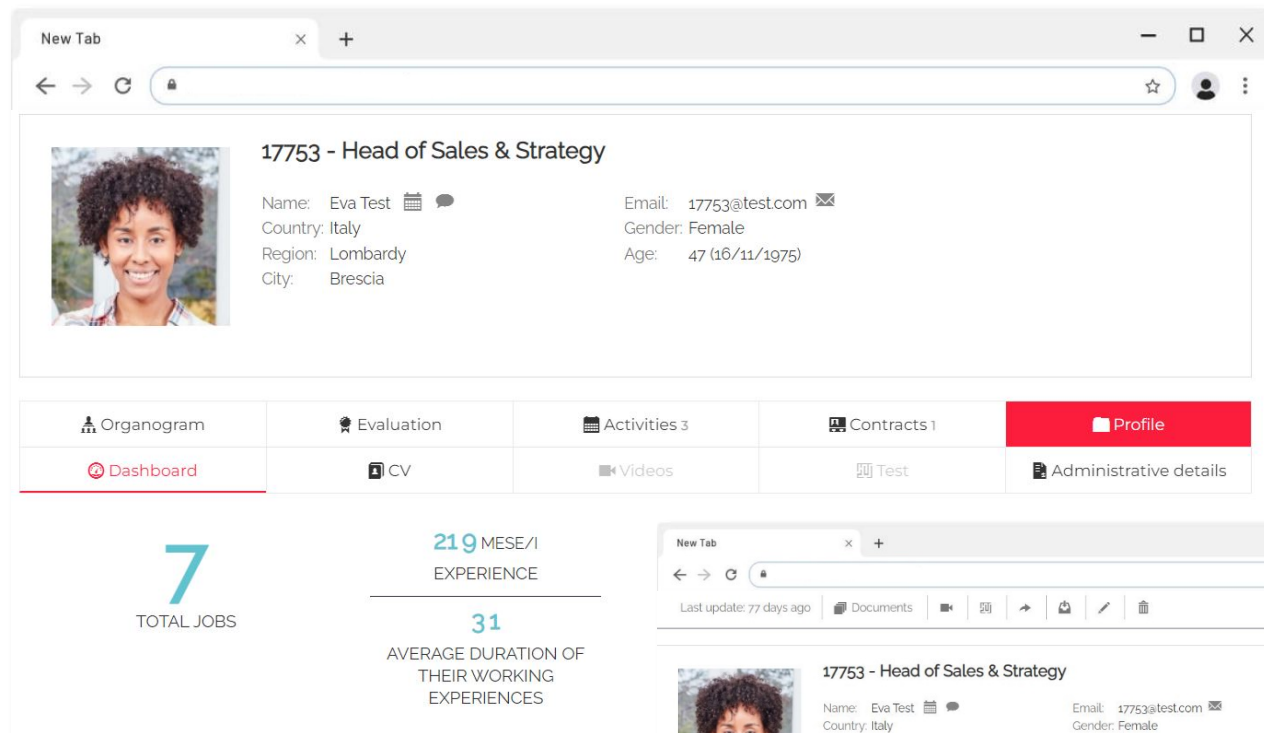
Company statistics

A dashboard provides an overview of the company's collaborators who can be filtered by working location or role.

Alerts

Section showing if there are roles created that are not currently covered by any collaborator.

Dashboard

This section summarizes the main data concerning the employee and provides the following information: extract of his/her CV, years of experience, administrative data, tests carried out, etc.).

Documents

It is possible to attach documents (e.g. the contract) directly within the profile.

Activity and communication

The system records the history of activities performed on the employee.
Optional module
It is possible to initiate live chats or send e-mails to the employee directly from within his/her profile.

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Recruitment step

- Publication of internal job offers via a simple form

- AI CV Matching: screening and automatic matching of the most suitable employees' profiles for the given job (both active and passive candidates are considered)

- Automatic ranking of the employees sorted by degree of compatibility on the basis of the given role.

Interview step

Employees can be contacted via email, chat, etc. and assessed with:

- a system of multiple-choice questions created and customized by the recruiter

- a psychological typology assessment test

- live video interviews or video CVs

Optional modules

- On-demand videos, live video interviews and live chats

- Language and professional adaptive skills tests (test's difficulty adjusts to the performance of the candidate)

- Psychological tests (soft skills, personality factors, cognitive skills, psychological typologies).

Selection step

Evaluation of the selected employees (via evaluation form and star rating) and change of placement within the company in the profile of the selected employee.
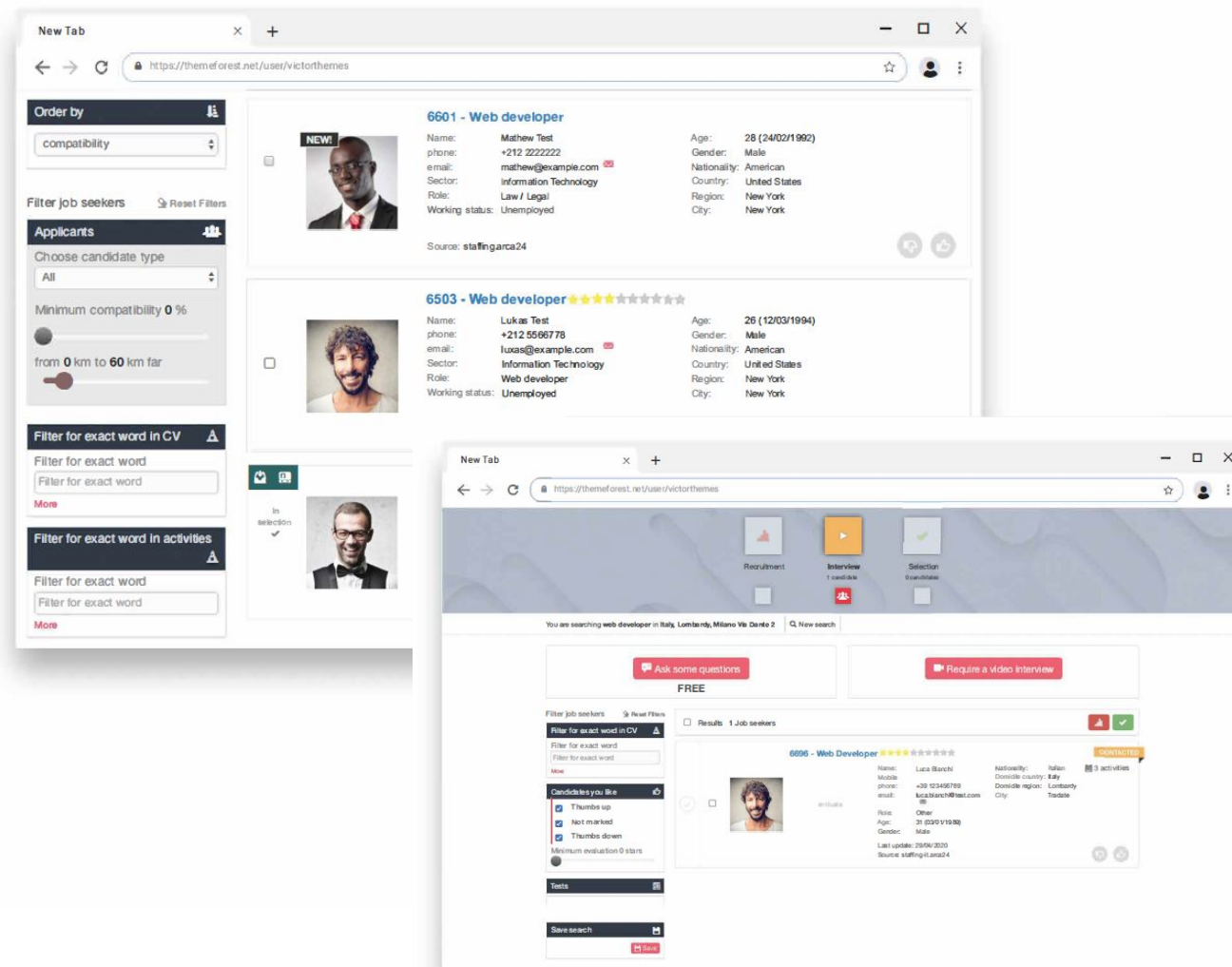
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Definition of goals

It is possible to set a series of goals templates that can be cross-linked with one or more company roles in the organization chart.
The system allows the link of the same goal to different roles.
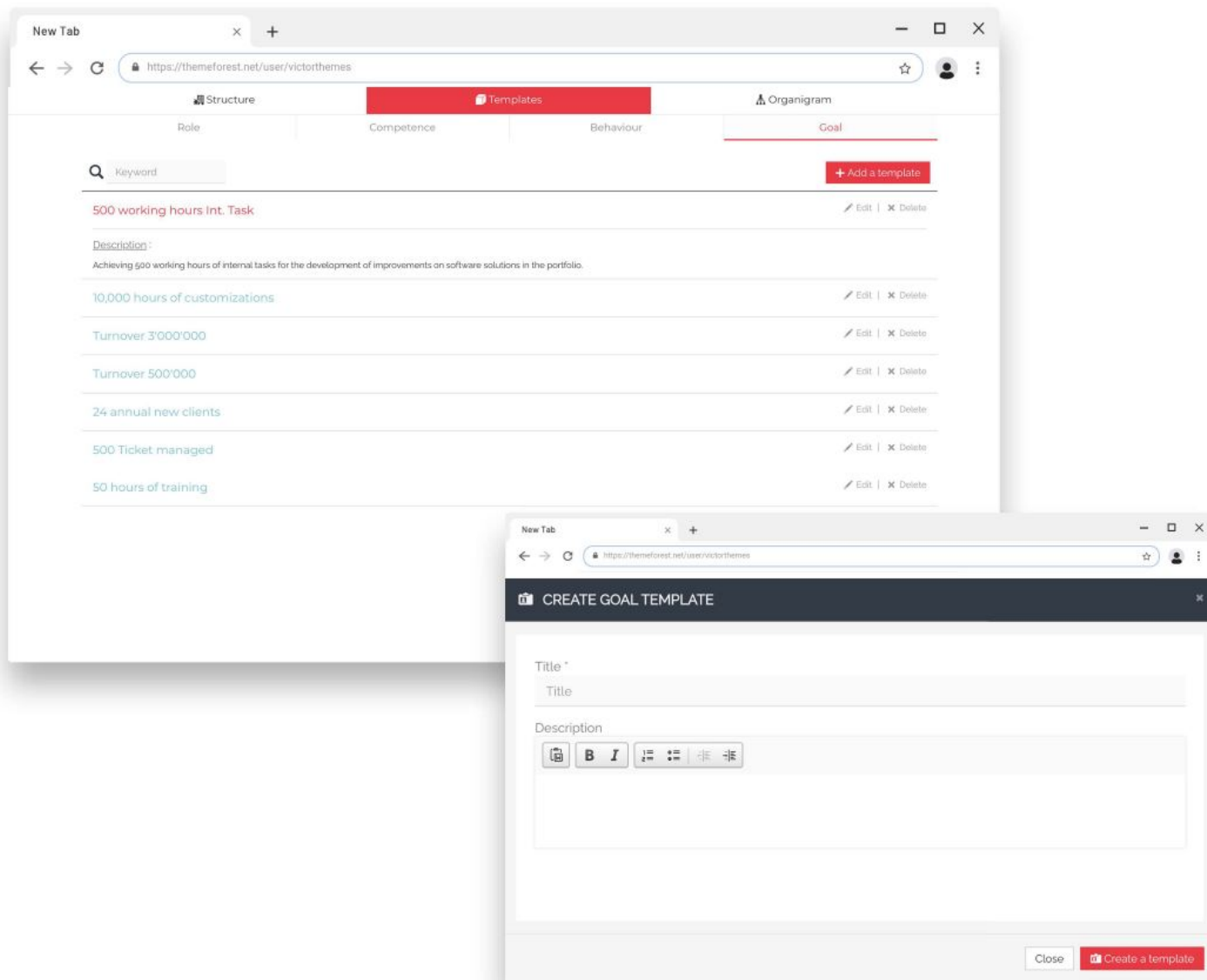
Evaluation events

The system handles four different types of evaluation events:

- standard appraisal (created on the basis of the different corporate hierarchies, i.e., the hierarchically superior role/s can appraise the hierarchically inferior roles);

- custom appraisal (a standard appraisal event that is not linked to corporate hierarchies)

- self-assessment (one or more roles can be asked to self-assess);

- smart appraisal (recurring event which allows 360-degree feedback and is based on the specific customer needs.
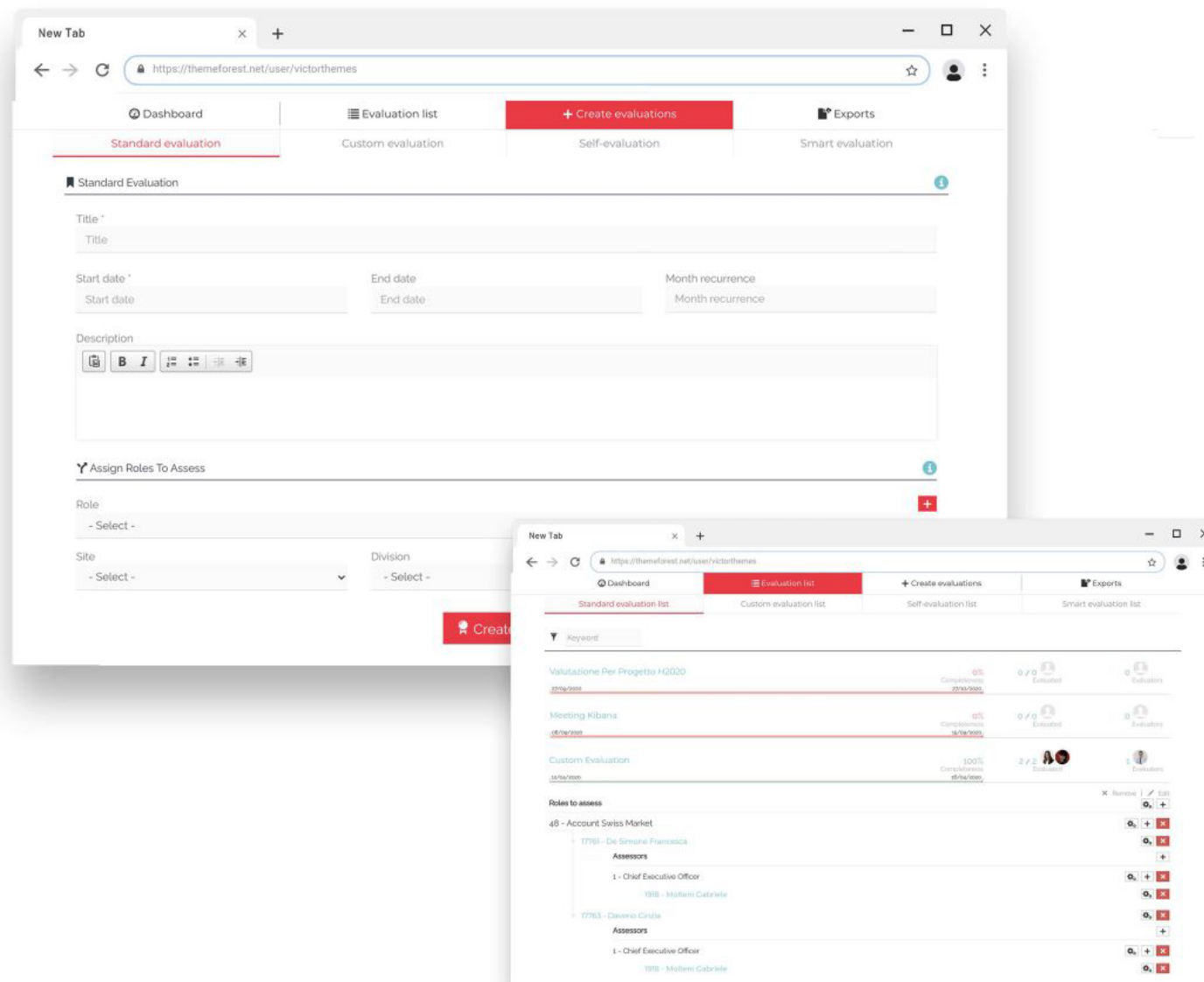
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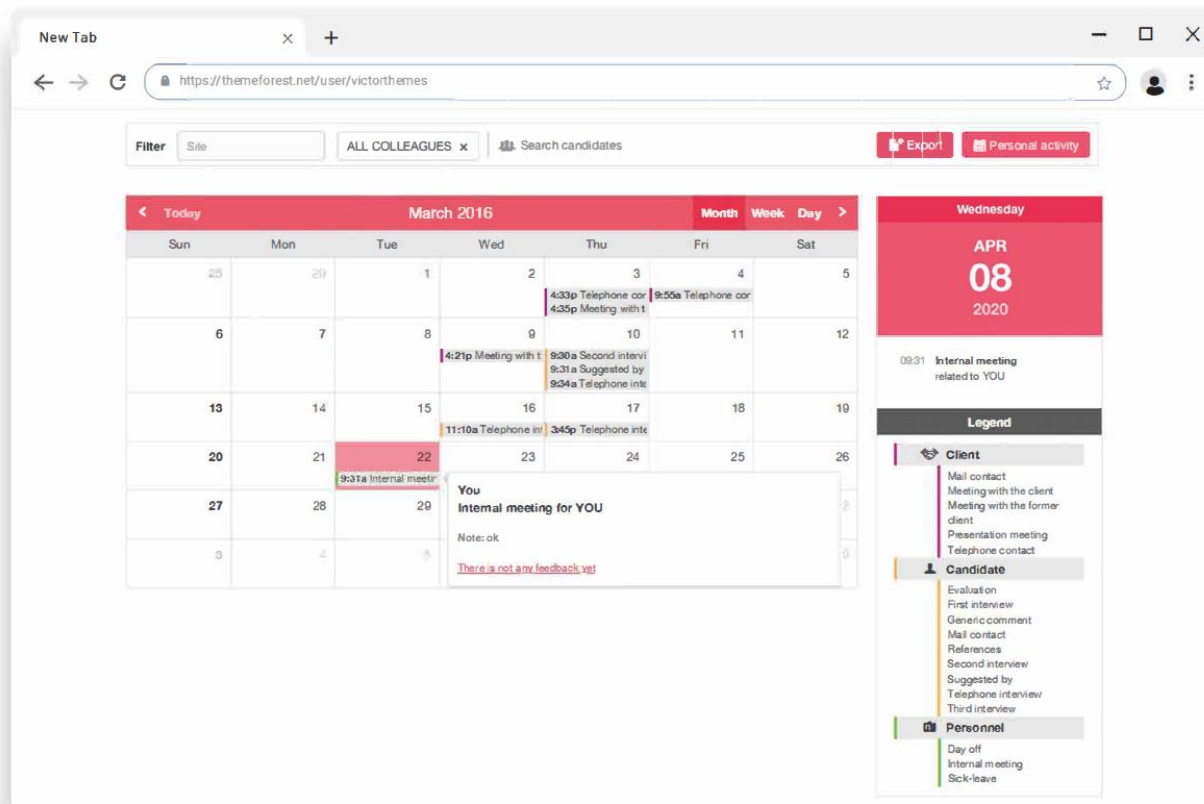
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Agenda

All activities created during the selection process are saved within the software.

Agenda is a calendar, i.e. a sharing tool, which can be easily linked with third-party tools such as: Google Calendar, Outlook, etc.

If provided for in the user configurations, it is possible to make colleagues' calendars searchable by users.

Evaluation dashboard

The dashboard provides an overview of all evaluations carried out within the company; for each type of event it is possible to view the total number of evaluations carried out with an overall average of the scores obtained.

A time chart showing performance trends over a specific period.
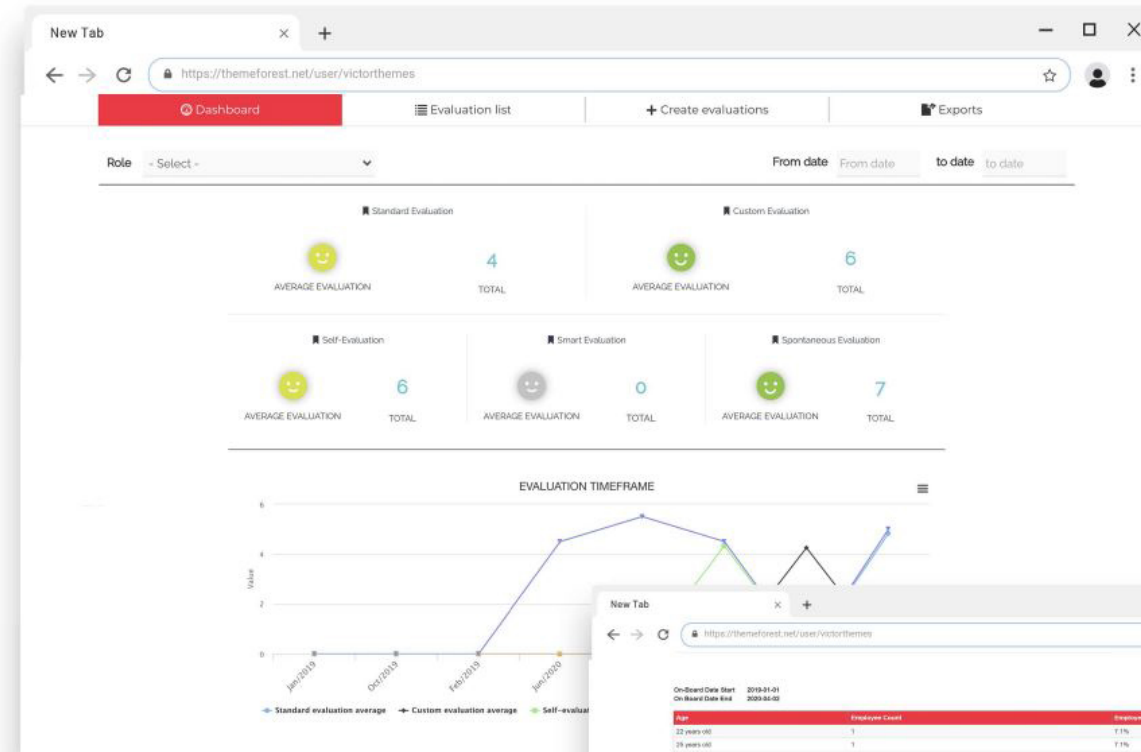
KPIs

The system provides detailed statistics with respect to all evaluation components and makes it possible to cross-reference all metrics collected and extract detailed data on employees, sites, divisions and departments or a specific time frame.
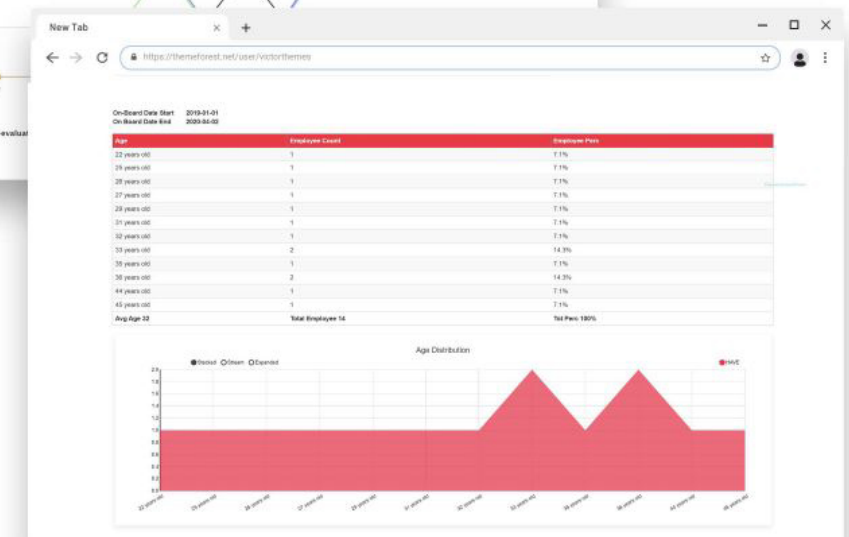
ARCA²⁴
HR Tech
Factory

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Employee's area

Within their personal area, employees can:

- edit their profile data
- view the departmental organization chart
- see which positions are currently open internally, send their application and view the positions they have applied for
- upload documents they want to make visible in their profile
- respond to evaluation events, fill in a spontaneous evaluation of themselves or of colleagues and view the evaluation history
- record a video CV or answer an aptitude test (Job Test).

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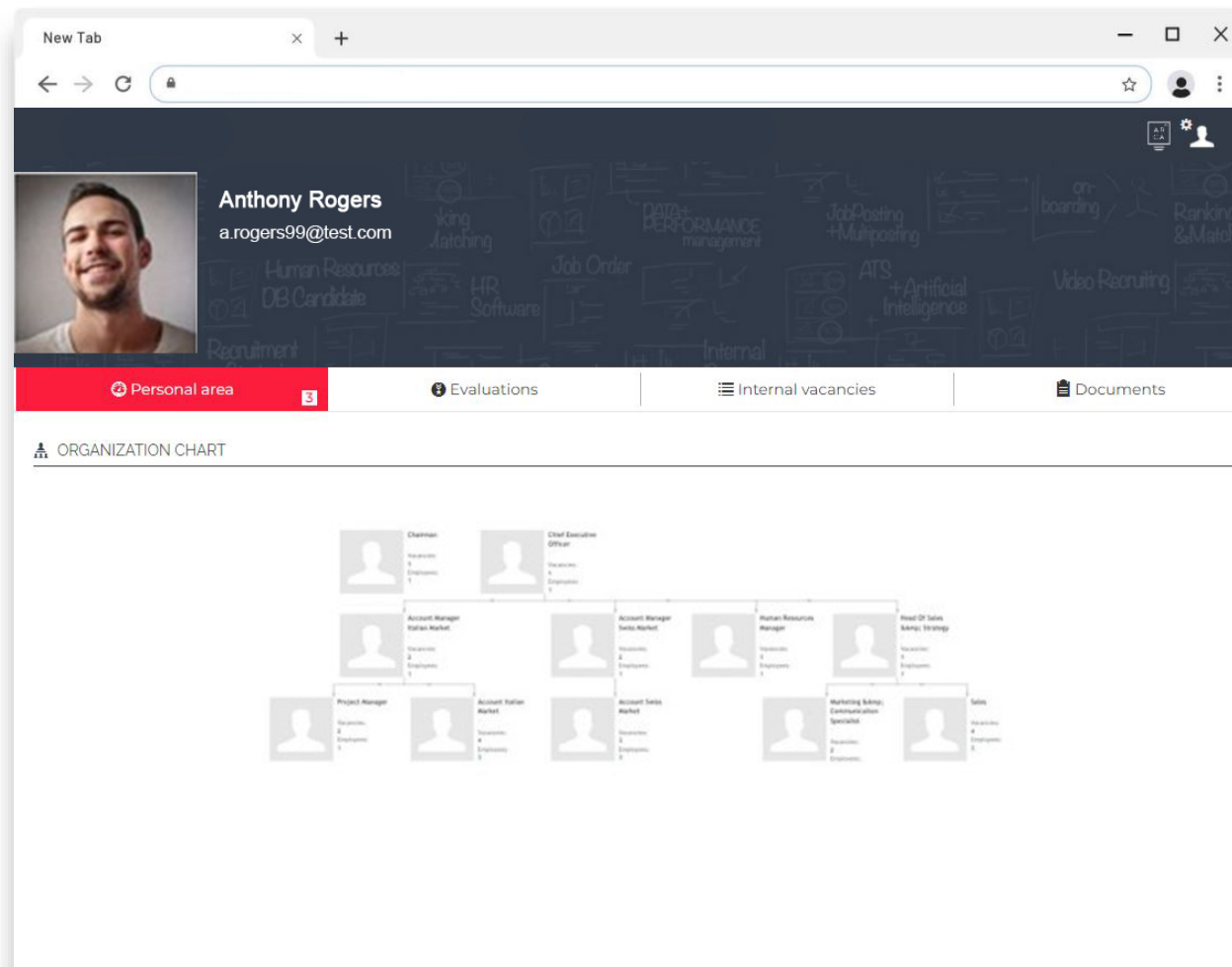
Integrate your HCM tool with Talentum ATS

Talentum ATS is an artificial intelligence-based Applicant Tracking System designed for human resources.

Our Applicant Tracking System is able to read the skills in CVs and the requirements in job vacancies and identify matches, returning a list of profiles sorted by degree of compatibility with the search.

For each selection process, Talentum simultaneously proposes a list of compatible candidates that includes both active candidates, i.e., those who apply for the job offer, and passive candidates, who are already in the current database.

DISCOVER TALENTUM ATS

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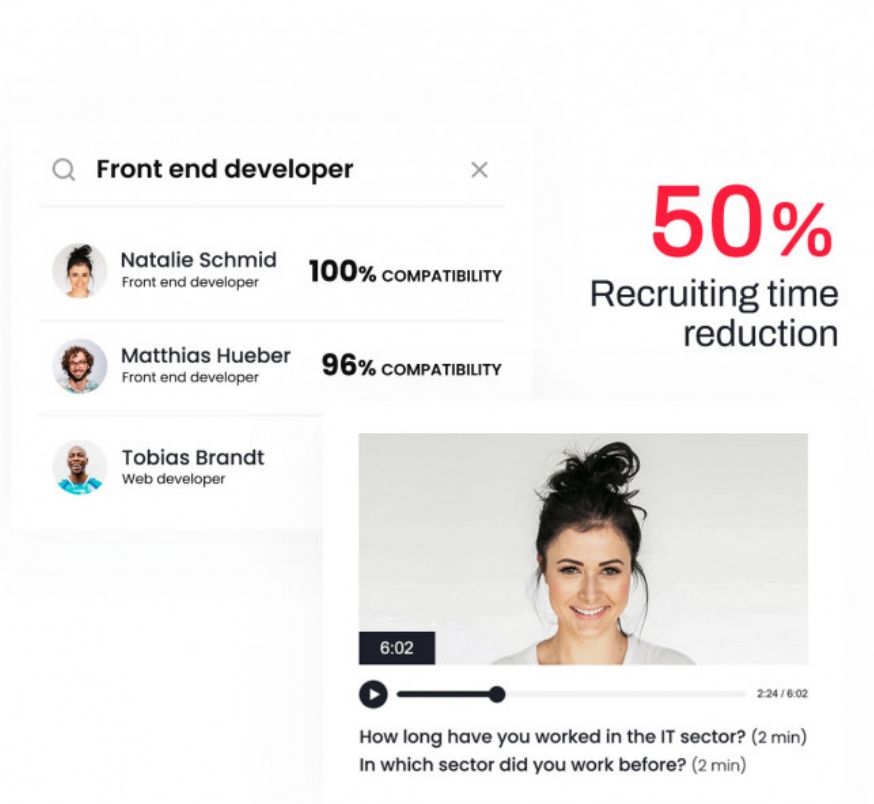
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