

OrgPlus® Workforce Solutions

**OrgPlus
Enterprise
Connects to Your
HRMS and
ERP Systems,
Providing a
Comprehensive
View of Your
Organisation**

► Unifying Your HR Systems for a Holistic Workforce View

OrgPlus Enterprise gives you a holistic view of your organisation by connecting not only to your HRMS and ERP systems, but also by reaching into other HR systems, such as Recruitment, Performance and Compensation. You no longer need to login to multiple applications and run 10 reports to get answers to critical business questions.

Login to OrgPlus Enterprise and you will see data-rich charts, reports and directories that help you understand your organisation, formulate strategy and track implementation. OrgPlus Enterprise enables you to understand, analyse and model your organisation.

Use Cases

Compensation and Incentive Management –

Are you using sophisticated total compensation solutions to reimburse your teams? OrgPlus Enterprise can connect to leading compensation management applications to provide visibility into business operations and insight into which strategies work well, and which need to be changed.

360 Degree Reviews – OrgPlus Enterprise makes it easy to analyse 360 Degree Reviews by linking basic employee information found in ERP and HRMS systems to the deeper analysis found in 360 Degree Reviews. HR professionals can use advanced directory functionality to analyse results at department or management level.

Talent & Succession Management – Link OrgPlus Enterprise to your Talent and Succession Management tools, such as SuccessFactors or Cornerstone, to see detailed reports on key employees, bench mark strength and key competencies that are required to fill vacant or at-risk positions.

Recruitment – Connect to your recruitment system, such as Vurv or BrassRing, to see information about open positions and key statistics about the candidates. OrgPlus Enterprise provides visibility into how employees move in your organisation, from hiring, transfers and reassignments, to promotions and separation.

Performance Management – OrgPlus Enterprise helps line managers and HR professionals analyse performance reviews by presenting a unified view of performance across departments, lines of business and divisions. The information once available only on static reports can now be analysed, dynamically, shared and acted upon.

Succession Plan:	
Name:	Craig Dunn
Job Title:	CFO
Key Employee:	Yes
Bench Strength:	2
More Information:	Competencies - click here
Successor 1:	Ken Gorman
S1 Ready:	2006
S1 - Strategic Vision:	5
S1 - Intellectual Capacity:	5
S1 - Organisational Agility:	5
S1 - Education:	4

Performance Profile	
Rating:	Sig. Above Target
Rating -1 Year:	On Target
Rating -2 Years:	On Target
Rating Trend:	Up
Review:	Click Here

Business Analytics and Reporting – Want to see information about a department's performance, or compare P&Ls from different divisions? You can see statistics right in OrgPlus Enterprise, or click through to Business Objects, Hyperion or Oracle Business Intelligence applications, among others, to see graphs, drill down into the supporting data or run reports.

Communication and Mapping – OrgPlus Enterprise integrates with your e-mail and voice services clients, such as Microsoft Outlook and Lotus Notes, to make communication between employees easier. You can also connect OrgPlus products to most Web-based services, such as Google Maps.

Please contact HumanConcepts to discuss your organisation's needs in more detail. HumanConcepts recommends OrgPlus Enterprise for organisation with more than 1,000 employees.

HUMANCONCEPTS
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