

# Software for Strategic Talent Management

**ExecuTRACK**  
solutions  
A StepStone Company

e-Recruitment

Performance Management

Compensation Management

Skills & Competency Management

Career & Succession Planning

Training & Development Management

POWERED BY  
**SAP NetWeaver**



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

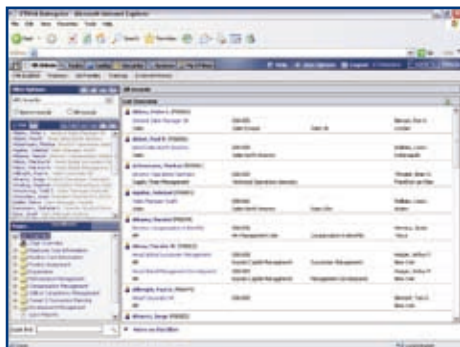
**ETWeb™ Enterprise** is the best of breed solution for analyzing your human resources and managing a global talent pool. Our solution for strategic talent management has been helping companies meet their resourcing goals since 1983.

As a Web-based application, **ETWeb™** is completely scalable and integrates seamlessly into your existing IT infrastructure as either a modular or as a standalone solution.

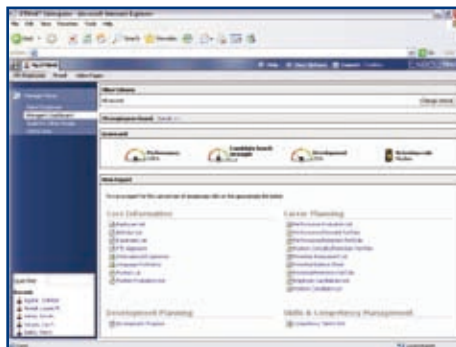


## Advantages ....

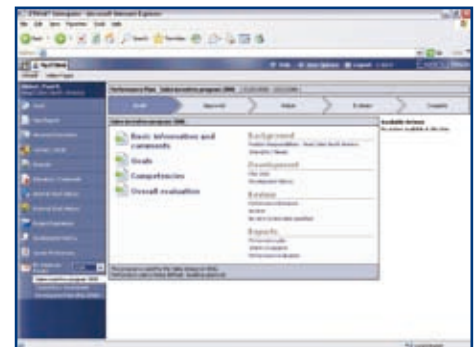
- ☑ 100% Web-based software
- ☑ Manager & Employee Self Service
- ☑ Flexible workflow management system
- ☑ Fully integrated e-mail support
- ☑ Quantitative data for balanced scorecards
- ☑ Easy integration within existing portals (e.g. mySAP™, PeopleSoft™, ADP/Paisy™ etc.)
- ☑ Development based on best practices
- ☑ Supporting leading edge security standards
- ☑ Multilingual & multinational solutions
- ☑ Highly sophisticated application functionality
- ☑ Lowest total cost of ownership (TCO)
- ☑ Global Talent Warehouse: Enterprise-wide solution integration for HR & Payroll



**HR Role:** Access to all areas of ETWeb™ Enterprise through standard Web browsers - wherever you are.



**Manager Self Service:** Access to data of direct and indirect subordinates. Concise and informative overview of key HR data in the Manager's Dashboard.



**Employee Self Service:** Employees can directly access and update their data, enabling their involvement in critical internal processes such as setting performance objectives.

## e-Recruitment

- Total Talent Relationship Management
- Improved Information Management
- Transparent sourcing process from beginning to end
- Informative satisfaction survey
- Convenient single sign-on
- Integrated psychometric online test providers
- Professional Change Management/Consulting
- Seamless integration with external HR Systems

## HR Management

- Electronic personnel file & document management
- Organizational unit management
- Standard interfaces to major systems (e.g. SAP™, PeopleSoft™, ADP/Paisy™ etc.)
- Native XML interface
- Configurable workflows, task-based reminders, & audit trails
- Expatriate management
- Mercer Position Evaluation, Hay Points etc.

## Performance Management

- Performance Management process
- Role-based competency standards
- Concise, meaningful interim reviews
- Bonus calculation
- Enterprise Performance Management with group & unit targets
- Departmental overview and budget tracking
- Transparent, centralized status tracking
- Track all changes to objectives
- Cross-departmental alignment of objectives

## Compensation Management

- Total Compensation analysis
- Special remuneration & allowances for expatriates
- Consistent salary review processes
- Assess pay equity across the entire organization
- Analyze the impact of salary and range adjustments
- Value-added data for managers to make budget-conform pay decisions
- Automatic upload to payroll systems

## Skills & Competency Management

- Central competency models
- Competency profiles for employees, jobs & job families
- 360° Feedback
- Consistent, competency-specific rating scales
- Analysis of employee potential
- Gap analysis
- Internal job rotation & project staffing
- Yellow Pages & Expert finder with Fuzzy Logic

## Career & Succession Planning

- Candidacies & succession scenarios
- Analysis of development requirements
- Comprehensive Best-Fit Search for suitable talents
- Internal recruitment
- Domino lists & retention risk assessment
- Career paths
- Matching of manager recommendations & individual preferences
- Succession management metrics

## Training & Development Management

- Management of training & development activities such as job rotation, coaching, blended learning etc.
- Course administration
- Role-based approval process
- Online course catalog
- Standard interface to external training vendors
- Development history

## Organizational Charting

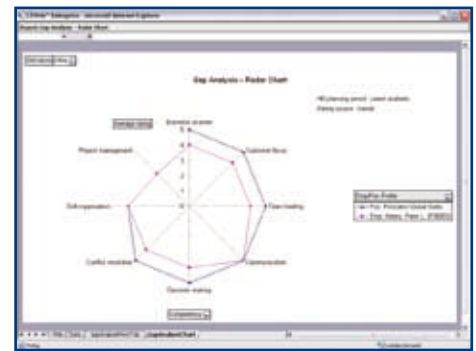
- Integrated & Web-based organizational charting
- Creation of wall & book charts
- Knowledge map & scenario investigation
- Succession planning charts
- Visualization of position evaluation results
- Drill-down linked reports
- Organizational charts from any database



Using portfolio analysis, you can identify those performers and high potentials with **high retention risk assessments** against respective key positions in your organization.



The **Competency Talent Grid** report helps visualize knowledge distribution throughout a particular department or across the organization.



At a glance, the Gap analysis **Radar Chart** compares an employee's skill profile against any target position.

# Strategic Talent Management with ETWeb™ Enterprise

**ExecuTRACK - A StepStone Company** is one of the market leaders for Total Talent Management Solutions. With many locations and distributors in Asia, Australia, North & South America, and Europe, **ExecuTRACK** can provide you with the total service spectrum in direct proximity.

**ExecuTRACK** latest version of **ETWeb™** offers you robust security with maximum business benefit. Integrated workflow support, and extensive query and reporting capabilities, ensure our system caters to the specific needs of your organization's processes.

## Take Advantage of our 20 Years' Experience Just Like:



Extract of our customer references

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