Software for Strategic Talent Management

e-Recruitment
Performance Management
Compensation Management
Skills & Competency Management
Career & Succession Planning
Training & Development Management

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 scaleable 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.
ETWeb™ Enterprise - Highlights

**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

**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

**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.

**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

**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

**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

**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

**Organization 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

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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.
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:

- Strategic Talent Management with ETWeb™ Enterprise
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