



Human Capital Management

Focus. Develop. Retain.

Successful managers must communicate their vision to the team, hire the right people into the right roles, align them with appropriate performance measures, develop the right skills and provide continuous feedback along the way. Many organizations have complex processes and store data such as performance ratings, job descriptions, and development plans scattered over many different systems and in multiple formats.

Fairsail delivers a comprehensive on-demand human capital management (HCM) application that includes performance management, talent management, skills and competencies and personal development planning that allows you to:

- Accelerate achievement of corporate objectives through properly aligned employees that have objectives linked to the job in hand
- Reduce cost of unwanted employee attrition
- Increase employee contribution through skills development



HCM Features

Objectives setting, tracking and review

- Track milestones and manage objective data for all team members in one easy to access, on-demand location
- Provide flexibility in the timescale for objective completion, allowing you to set objectives relevant to the employees role (long term strategic versus short term tactical)

Targets, quota setting and review

- Manage performance against target for each team member looking at historical trends to better understand your business climate and provide appropriate assistance

Performance reviews

- Controlled approvals and standardized review process ensures timely and effective reviews which meet company guidelines and team member expectations

Team member skills tracking and search

- Track and view the collective skills of team members to facilitate skills training, manage promotions, identify skills shortages, and retain talent

Talent planning/skills gaps

- Gain an overall better understanding of your organization's collective talent by identifying crucial roles and key contributors

Assessment and feedback

- Easy to use workflow driven 360-degree team feedback interface provides group insight into soft or behavioral skills of the organization
- Supports multiple types of measurement; competency assessment, multi-rater assessment, simple metrics review, team objectives and individual objectives

Development plans

- Skills and competencies feed into the development plan for each team member where items are matched with training or work experience
- Identify and address early talent and skills gaps

HR administration

- Hold full employment records, including salary and bonus history

Also includes:

- Succession planning
- Action list with daily digest reminders



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