

“ **A strategic *HRD Solution***
for the Enterprise ”



CEO | Aligning People to Business



HR Specialist | Strategic Partner



Line Manager | Empowering Teams



Employee | Superior Performance



CEO

Consistently achieve organisational goals

- Align your workforce with organisational goals.
- Find the best people and leverage their talent in the right job at the right time.
- Ensure that every employee understands and acts upon their individual goals.
- Monitor their progress toward corporate goals.

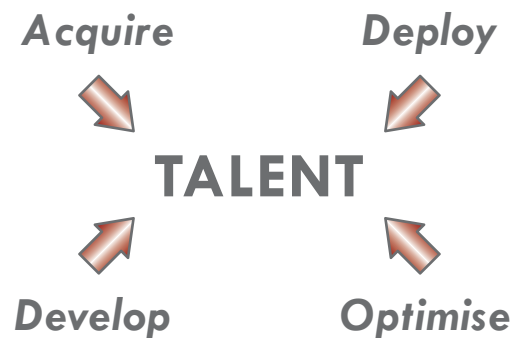
Retain your talent

- Provide your employees with clearly defined career and development plans.
- Offer personalised learning opportunities.
- Link individual employee performance to organisational goals.

Reduce risk

- Adapt your processes quickly to changing business needs with a flexible and scalable solution.

Maximise returns on
your *largest*
ongoing investment
- **PEOPLE**



HR Specialist

Turn HR into a strategic business partner

- Align HR activities with organisational objectives.
- Focus on leadership succession, talent planning, and organisational change.
- Make HR services transparent.
- Lower HR costs and deliver better HR services – anywhere and anytime.

Implement value-added activities

- Streamline all HR processes with a competency based approach.
- Free employees to concentrate on value-generating activities, rather than on routine tasks.

Lower costs of compliance and employee administration

- Reduce the cost and effort of complying with local regulations through unrivaled features and functions, support structures, and expertise.
- Reduce HR costs by automating operational employee-related processes.

Line Manager

Proactively identify and fill talent gaps

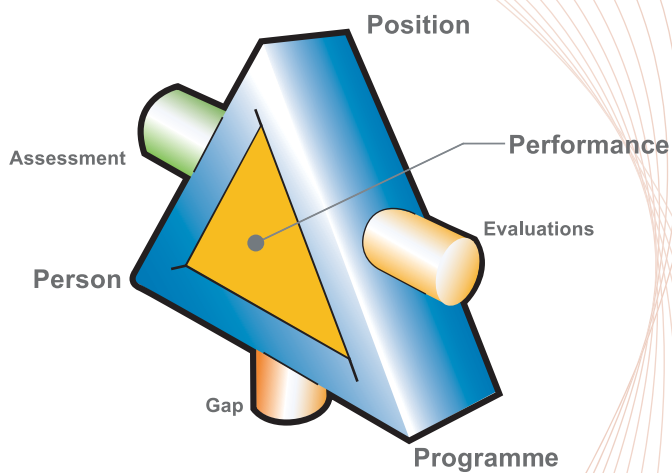
- Identify, develop, and track high-potential employees.
- Ensure that future leaders can be effectively promoted from within – and that successors are identified for key positions.

Improve decision making and manage human capital more effectively

- Use real time dashboards and analytics that provide real-time insight into your workforce.
- Identify trends at an early stage and make well-informed decisions.
- Manage your team effectively by predicting performance gaps and take corrective action.



SMR's PAGE™ Framework



Improve employee
productivity and
reduce costs
- PERFORMANCE

Employee

Manage your personal data

- View your personal profile including address, dependent and qualification details.
- Trigger changes to personal data by using integrated workflow model.

Help yourself by being clear of what is expected out of you

- Understand the competencies required to do your job.
- Identify your areas of strength and weakness.

Proactively discover development opportunities

- Scan the corporate training calendar to identify programmes of interest.
- Seek online nominations for relevant development programmes.





“ *Strategic Human Resource Development with HRD Power.net®* ”

HRD Power.net® Platform : Modules



BENEFITS

- 100% web based
- Manager & Employee Self Service
- Integrated competency based Human Resource Development
- Integrated performance management and measurement
- Executive Dashboards
- Development based on best practices
- Supporting leading edge security standards
- Multilingual and Multi-database support
- Lowest total cost of ownership
- Lean implementation timelines

HRDPower.net® Highlights

Organisation : Human Capital

- Electronic Employee Dossier
- Organisational unit management
- Seamless integration to major systems (SAP, Oracle)
- Job & Position libraries
- Survey Creation & Administration

Talent Acquisition

- Competency based hiring process (recruitment & selection)
- External & Internal candidate database management
- Integration to external job sites
- Web based openings announcement & applications management
- Interview & Interviewer management
- Job dimensions assessment

Performance Management

- Performance Planning
- KRA / KPI Libraries (Corporate & Individual)
- Individual Development Plan
- Secure e-Appraisals
- Potential Assessments
- Centralised tracking & reporting

Organisational Charting

- Integrated web based organisation charts
- Role based filters
- Multiple active managers
- Multiple active positions per employee
- Image export capabilities

Competency & Skills Management

- Competency Modeling
- Competency profiling for Job, Position & Employee
- Customisable Numeric Competency Scales
- Competency anchors for objective assessments
- Competency Gap / Match Analysis
- Web based competency assessments

Training & Development

- Training needs identification
- Training needs analysis
- Training Catalogue
- Automated training recommendations
- Training Nominations – Role based workflow
- Development History
- Training Evaluations – 4 Levels model

Succession Planning & Career Development

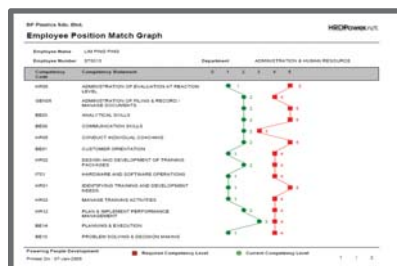
- Successors Search
- Future Position gap / match analysis
- Future position recommendations
- Development Interventions
- Mandatory training programmes management for career progression

Business Intelligence

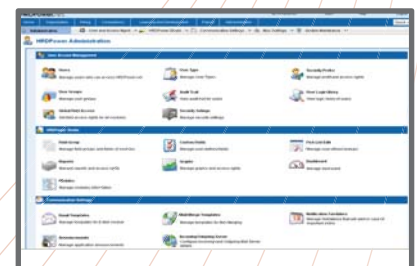
- Real time - LIVE dashboards for people metrics
- Comprehensive charts & instruments library
- 100+ pre-defined dashboard metrics
- Web based report creation & availability
- Ad hoc WYSIWYG report designer
- Export to multiple formats (PDF, RTF, XLS, TXT, TIFF)
- Enterprise level report queue manager for load balancing



HRDPower.net® Dashboard provides more than 100+ pre-defined people metrics that can provide valuable insights into your employee data.



HRDPower.net® reports provide valuable business intelligence by supporting ad hoc querying and WYSIWYG end user reports designer.



Web based administration console helps management of the HRDPower.net® system relatively simpler.

SOME OF OUR CLIENTS



About SMR HR Technologies (SMRHRT)

SMRHRT is a wholly owned subsidiary of SMR Technologies Berhad, a company listed in the Bursa Malaysia Securities Berhad, Malaysia.

At SMRHRT, we provide strategic HRD solutions to your business and management needs. We believe people are strategic to all businesses, a belief that guides every step of our journey. We come to you with experience and research work that has been refined over the last three decades in the fields of Human Resource Development.

Creating practical and genuinely useful software for the HR community in an organisational setup requires a clear understanding of the issues that needs to be resolved. That is the unique experience we bring in to software engineering. Our cutting edge knowledge and extensive experience in Human Resources Development combined with our software engineering prowess, supported by a dedicated international help desk, together provide powerful value added services and products to customers.



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