

hSenid TRAINING & DEVELOPMENT

Comprehensive Administration Tool

hSenid provides a user friendly, intuitively controlled yet comprehensive tool, for administrating all your training issues.

An open ear towards Training Needs

Instead of recognizing training needs only when they become painfully obvious, implement a solution that ensures early capturing of employee or manager initiated training requests.

Create a Training Resource Center

The solution enables you to define different training institutes, resource persons, and schedule specific training programs with specific training resources and manage them in an organized manner.

Track Information on Attendance

With tracking attendance at training programs, you can make sure that the resources are utilized efficiently.

Learn about the Effectiveness of your Programs

By designing exams and specifying rating methods, the system allows you to find out the actual impact of the training program conducted.

Budgetary & Cost Considerations

The System helps you to allocate the training budget available, in the most effective way along with tracking the training cost incurred.

Training Schedule

The integrated training calendar which comes with the Training and development solution will help you to keep your employees informed of all training scheduled for the entire year online. The training calendar will be available for all employees in their self service portal where access is an easy task.

In the era of knowledge based economy, it is becoming critical to deliver the right knowledge & skills to the right people at the right time and within the given financial resources, of course. There are many attributes to a good and comprehensive enterprise Training and Development strategy: thus, bringing forward the need for a good HR IS platform to cater for all of these Training needs.

hSenid's Training and Development solution provide a magnificent platform which allows you to define and administer training subjects, training programs, institutes, budgeting and much more. It gives space for recording training needs, tracking attendance, evaluating programs etc. Administration of Training & Development related issues will be made easy and transparent, thus contributing to build a learning organization out of your company.

hSenid's solutions are backed by many years of experience. hSenid Business Solutions is specialized in HR Management Information Systems and has extensive experience with implementation and integration of its products across different sectors. Just like the rest of its solutions, Training and Development can easily be integrated with any third party software.

HRMenterprise

01. Employee Information Manager
02. Organization Structure
03. HR Admin Services
04. Employee Life Cycle
05. Recruitment
06. Disciplinary
07. Time & Attendance
08. Leave Management
09. Payroll
10. Benefits Administration
11. Fund Management
12. Pension Management
13. Request Tracking
14. Competence Management
15. Training & Development
16. Performance Management
17. HR Planning
18. HR Dash Board
19. Employee Self Service
20. Report Navigator
21. Analytical Tools



FEATURES

Training and Development comes as an optional module of hSenid's comprehensive HRM Enterprise, giving you a comprehensive set of tools for management of all T&D related issues. Its scope and flexibility ensures it is suitable for various types and sizes of enterprise. When linked with other HRD modules (performance management, competence management), it constitutes an excellent platform for human capital management, giving you the ability to achieve the competitive edge based on people.

✓ TRAINING ADMINISTRATION

Step by step the system lets you define training areas, subjects, resource people and institutes, and subsequently design training programs with detailed information.

✓ PLANNING AND TIMELINE

With features such as training plan, calendar and schedule, you have good control and overview of timing your T&D events. Among other things, it helps you to schedule training programs wisely.

✓ TRAINING ELIGIBILITY

You can specify eligibility of different employee groups to specific training programs, as well as define training program pre-requisites

✓ EXAMINATIONS

By carefully designing and conducting examinations, you can verify what trainees learnt and how effective the training programs were. This would be a very helpful tool in the process of planning future development activities.

✓ HUMAN CAPITAL MANAGEMENT

The links made with the other modules make this part of HRIS a powerful platform for human capital management, by linking training programs to identify the gaps in competencies throughout the organization, by suggesting solutions to develop competencies of employees etc.

✓ BUDGET AND COST CONTROLS

You can define budget limitations, and different types of training induced costs, whether fixed or variable. Thus the system lets you maintain proper control over training expenditures by providing the variances of budget and cost.

✓ TRAINING NEEDS/REQUESTS MANAGEMENT

You can define types of training needs/requests, initiated by employees or their supervisors. The system lets you control these requests, assign priorities, and based on them schedule programs and nominate selected employees.

✓ TRAINING FEEDBACK

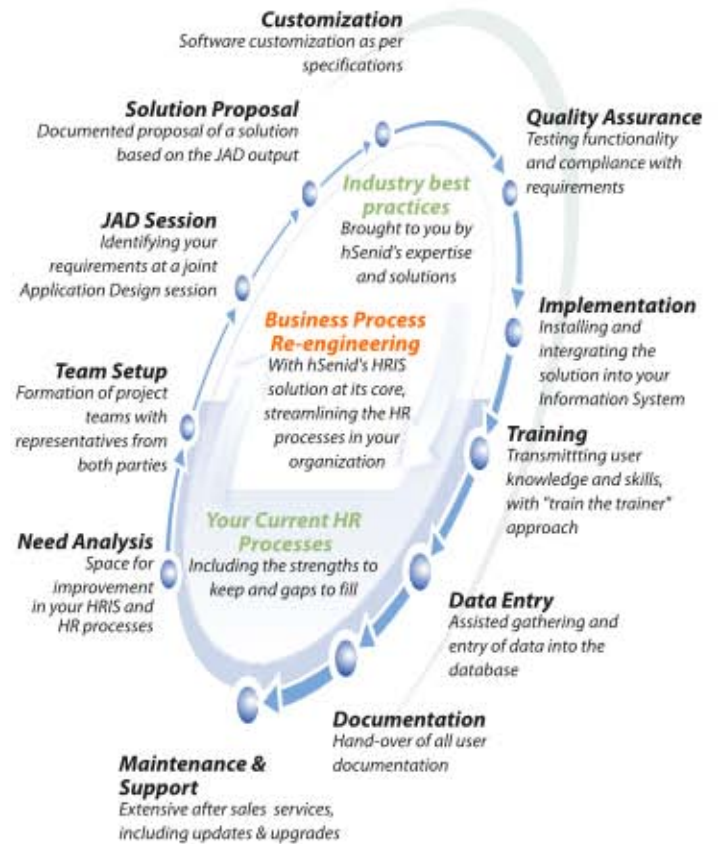
This module includes functionality to design the required questionnaires to capture feedback from training course participants, and store evaluations on the instructor and training program as well.

✓ TRACKING ATTENDANCE

The System lets you track detailed attendance at individual courses, with the possibility of adding comments. Not only will it provide you with valuable information, but it would also have immediate effect on increasing the attendance rate.

✓ REPORTING FEATURES

Variety of reports supporting managerial decision making. As an example, training history lets managers view which employee attended what courses, and thus make an informed decision regarding the approval for another training program.



To read more about hSenid, our products, services, customers and why we think you should choose us as your solution provider, please visit www.hSenid.com

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