HCM

Human Capital Management

- ✔ Enhances employees performance efficiency
- ✔ Economical
- ✔ Manage employee's plans in relevance to organizations business strategies
- ✔ Reliable organization personnel management process in management life cycle

"Good Employee"

... is the most valuable assets.

Company name

Prosoft HCM Limited

Company information

Major Shareholder: 100% owned by Prosoft HCM's Board of Directors and Personnel

Registered Date: 19 February 2014

Registered Capital: 4,000,000 Baht

Vision

"Good to Great Company, to advance to global brand"

Mission

"For superior work life"

Business Hours

Mon - Fri, 08:30 - 17:45

Contact Us

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Human Capital Management (HCM)

Tool that optimizes personnel's potential to excellent degree. HCM focus on organization's strategy in consistent to employees' operations to enhance key performance indicator and employees competency evaluation performances. HCM also support smartphones which answers new generation lifestyle.

- ✅ Work anytime and anywhere with Web Application available 24/7
- ✅ Manage data from responsive website with ease on Mobile devices or any devices
- ✅ Todo List proves handy provides information on necessary tasks and links to destination
- ✅ Informs approver on awaiting approve requests via Email after requests
- ✅ Employee evaluation and automated grades after evaluation approvals
- ✅ Bilingual support (Thai and English)

Directors and Supervisors

- Provides identification of business objective, so employees are aware of each year's objective and monitored KPI
- Deliver objectives to employees
- Evaluations of employees under command
- Evaluation reviews
- Scores and grades adjustments
- Assemble summary reports

Human Resources

- Determine organization's most important objective
- Define evaluation scope, evaluation cycle and evaluation conditions
- Create enterprise indicator for evaluations
- Employees competency and behaviors evaluations

Employees

- Receives better insights on organization business direction by provided vision, mission and organizations goals
- Aware of objective and KPI
- Production evaluations recorded by employees
- Evaluation inspections

Overview

- ✅ Gorgeous and Intuitive graphics

- ✅ Supports Multi-company feature

- ✅ System events notifications

- ✅ Email and links to designated screens

- ✅ Fast, sortable and reliable search engines

- ✅ Selects data of different statuses such as viewing only request that's waiting for approval

- ✅ Selects data from different organization or only one organization

- ✅ Users permission to maintain data security

- ✅ Indicates authorization by user groups

- ✅ Security logs (audit trails)

- ✅ Display creation and modification data

- ✅ Define data visibility by chain of command or by access permissions

- ✅ Work Flow screen that demonstrates flow of data that users can follow

- ✅ Data activation and inactivation

- ✅ Supports "Save & Copy" feature

- ✅ Prevent data access through URL or direct database access by URL encryptions

Setup
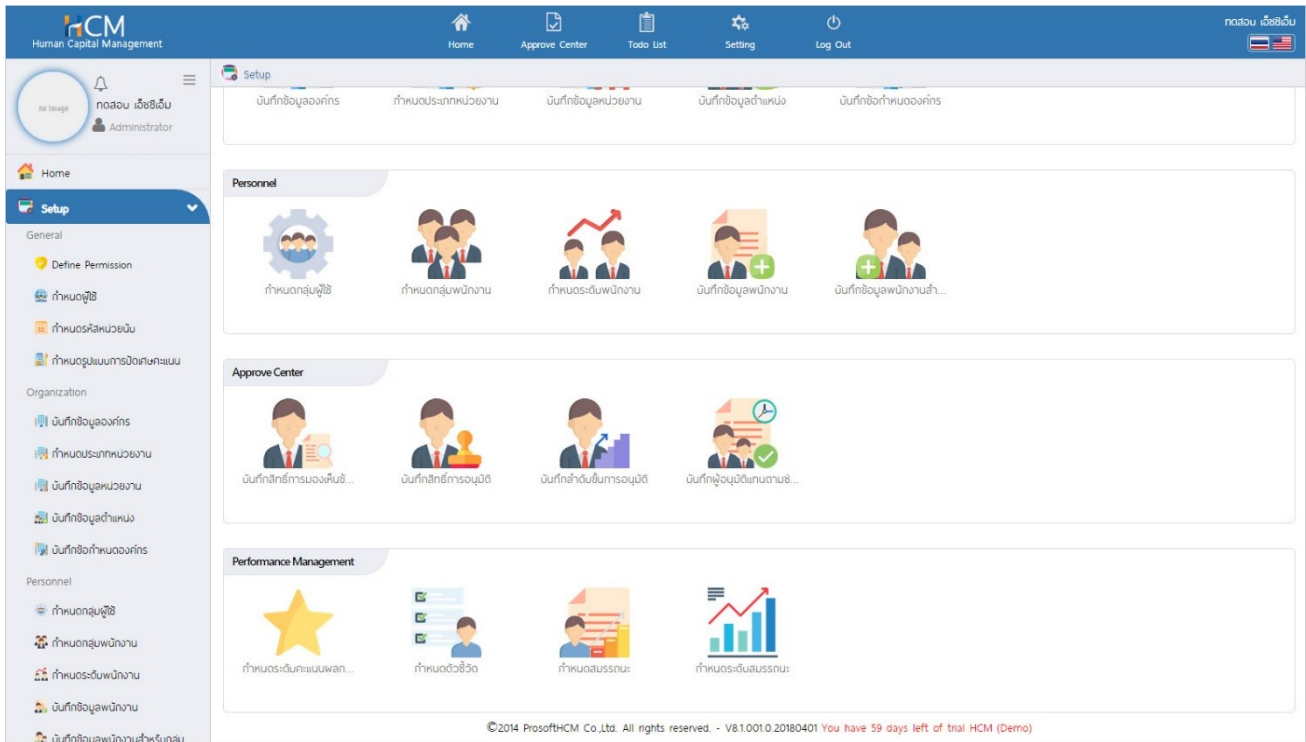
- ✅ Set score levels to be applied in evaluation
- ✅ Determine productivity score levels to be applied to any evaluation cycle
- ✅ Define metric measurements
- ✅ Competency details specification
- ✅ Determine score details for competency
- ✅ Define each expected competency score

Strategy Management
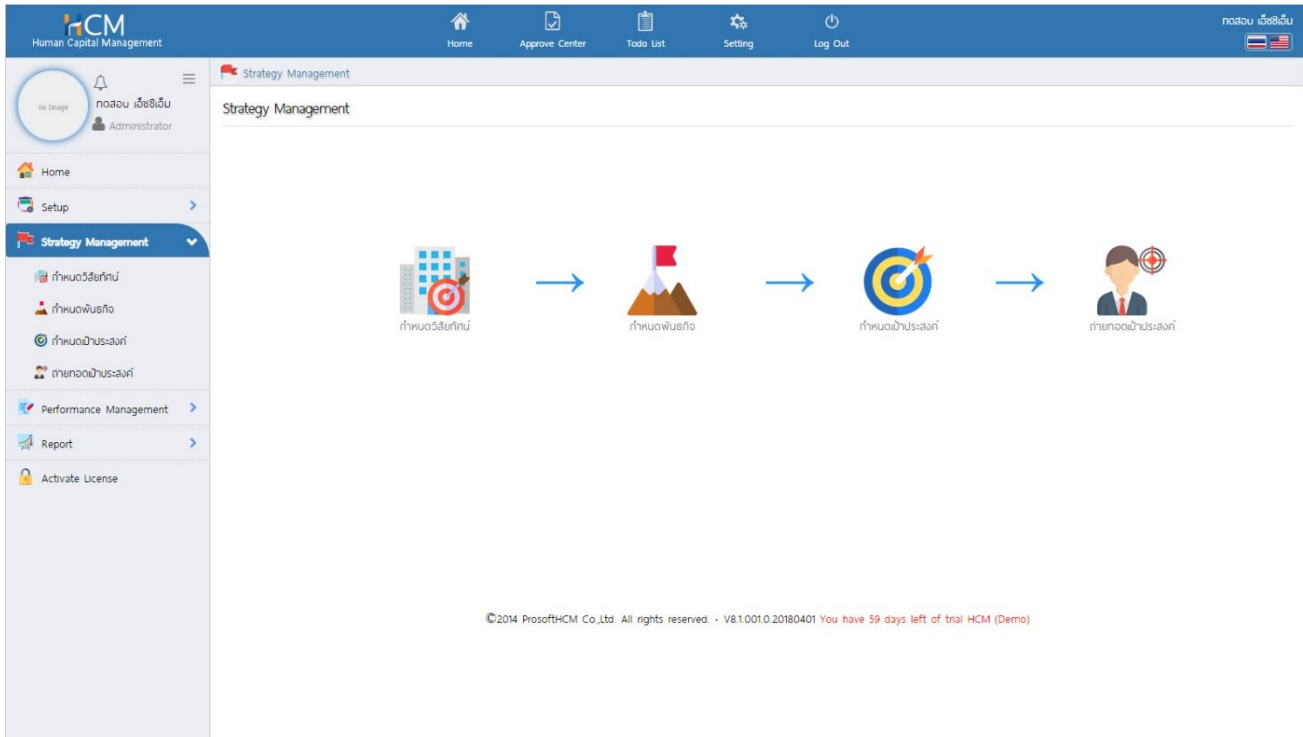
Strategy Management helps organization strategy plans management. It determines organizations vision, missions and goals. Specifies exact scope or organization operating directions which delivers to employees administratively and individually.

- ✔ Specifies organization's vision, mission, goals and department goals
- ✔ Deliver goals to employees
- ✔ Determines employee's goals by positions
- ✔ Determine KPI that measures goals
- ✔ User defined scoring scale for each metric measures referenced from score levels of the organization
- ✔ Determines impact of objective on every employee individually

Performance Management
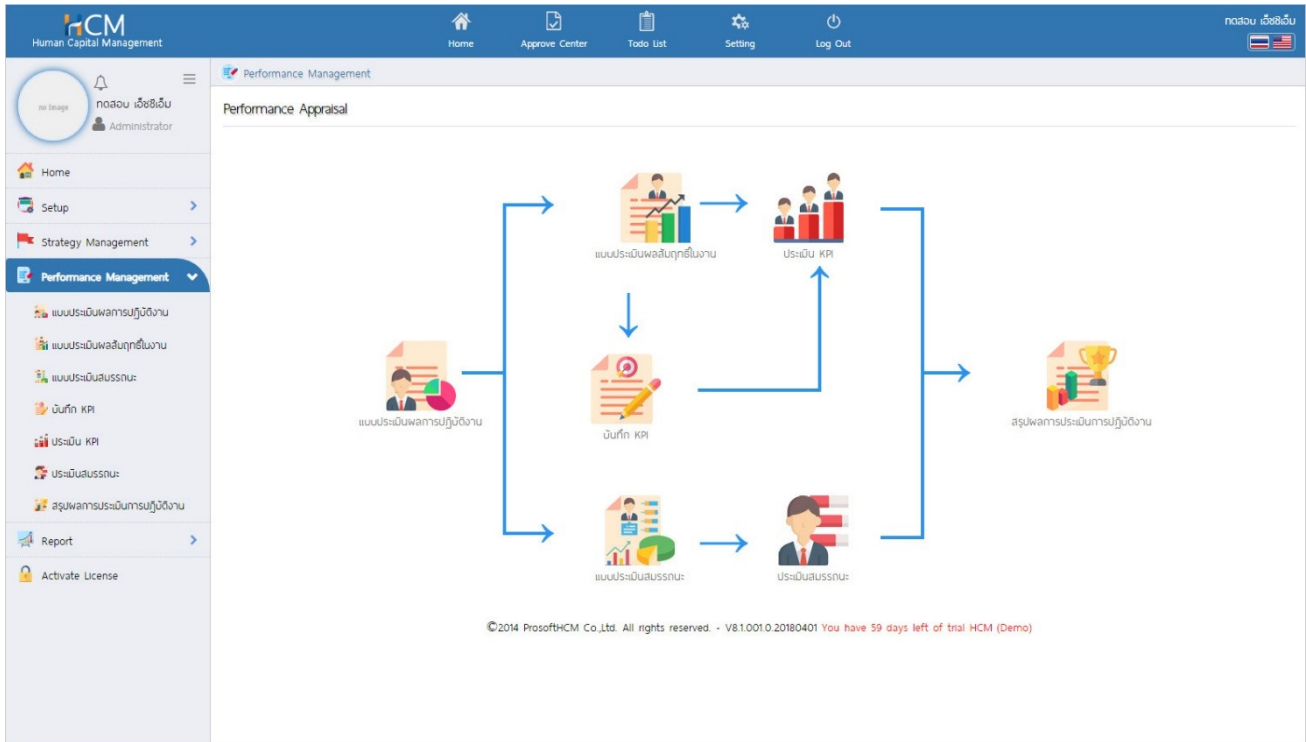
      Individual evaluation will reference vision, mission and organization goal to drive development of efficient personnel leading to organization's stability.

- ✅ Ability to choose between evaluating from key performance or from competency or both
- ✅ Define evaluation impact
- ✅ Determines evaluation span of 1 year with no limitation to evaluation rounds
- ✅ Determines span of each round where range doesn't overlay with one another
- ✅ Specify rounds from organization's calendar year or fiscal year
- ✅ Evaluation cancelations

    Create KPI evaluation form for each department, in which each department has the ability to create its own separate KPI evaluation forms

Performance Management

- Automatically execute KPI evaluation received from objective delivered from department level
- Record or Reject objective values between evaluations
- Choose objective values auditor, choose between employees or individual responsible for auditing
- Specifies the frequency of recording data, the program automatically finds the average time span of each record
- Determines the KPI evaluation impact
- Able to determine the impact of each metrics measurements on employee individually
- The system will notify supervisors to create a KPI evaluation form for his/her department
- Create competency evaluation form for each department where each department has the ability to create its own separate competency evaluation forms
- Able to choose competency to be applied to evaluation where each department can choose a different competency
- Selects evaluator individually. Each evaluated employee may have different evaluator
- Evaluator will be able to adjust scores of employees in the same department when he/she sees that the evaluation result is inappropriate
- Automatically display results after calculation of evaluation impact
- Automatically display balanced scorecards after comparing scoring scale of evaluation
- Supports hierarchical approvals
- Supports document rejection for employees to redo
- Notify score levels received from evaluation in comprehensible numbers and graphics

Report
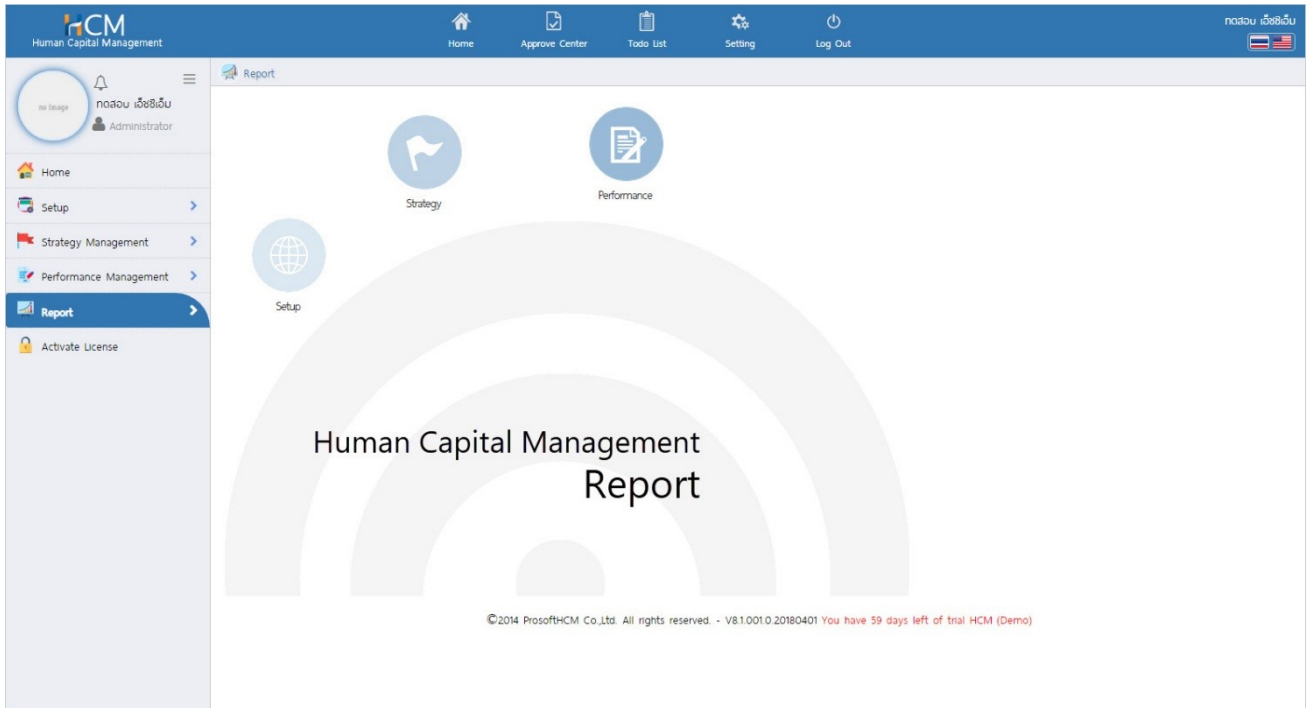
For previewing wide range of different reports related to the system. It can be instantaneously displayed in browsers without needs to downloads

- ✓ Users are able to save reports in many different formats: Microsoft Word, Microsoft Excel, Adobe PDF, HTML File and Text File
- ✓ Many ways to choose range and condition to display report
- ✓ Able to preview report from Multi Company
- ✓ Printable