

# SOLUTIONS

Job - competency knowledge base

**The functional specifications of the solution ISIMAN GPEC for HR will be reviewed during 2005 by an inter-enterprise working party**

**Enterprises wishing to participate are invited to contact us.**

**Working party members will benefit from special purchasing terms.**

**For more details, please contact Jean Delpuech**

## Objectives

- Support all aspects of efficient personnel management: recruitment, training, interviews, career management and planning, etc.
  - Maintain and publish catalog of training modules
  - Support communication between staff and HR dept
- option GPEC Plus :
- Support job and competency planning
  - In the medium and long term, improve fit between jobs and resources with the requisite competencies thereby improving overall corporate efficiency.

## Solution

- Include roles and competencies in job descriptions
- Link training module catalog to competencies
- Link processes and procedures to roles and jobs
- Analyze impact of changes to processes, procedures, jobs, roles, competencies, training modules, etc.

option GPEC plus :

- Link people to jobs
- Set up training passport system
- Analyze fit between people and jobs
- Analyze impact of changing business processes on competency requirements and support implementation of training plan person by person
- Support job and competency planning

General features :

- All information published on intranet:
  - o so each member of staff can find out about the competencies he or she requires and suitable training

- modules,
- so management and personnel representatives can find out about the jobs and competencies that concern them
- Multi-site management functionality for companies with several sites
- Multi-lingual management functionality for companies with overseas subsidiaries

## Benefits

**ISIMAN GPEC** supports job and competency planning. Dialog is improved leading to:

- lower budgets
- improved information about real training requirements
- improved priorities in organizing training

**ISIMAN GPEC** can be used with other [ISIMAN Enterprise](#) solutions:

- [ISIMAN Processes](#) to ensure proper fit between competencies and business procedures
- [ISIMAN ERP Training](#) to ensure change management during deployment of major ERP projects

## Companies concerned

All companies who:

- require clear vision of jobs and competencies for mid and long-term planning
- wish to improve fit between jobs and resources
- are required to meet legal requirements concerning training

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