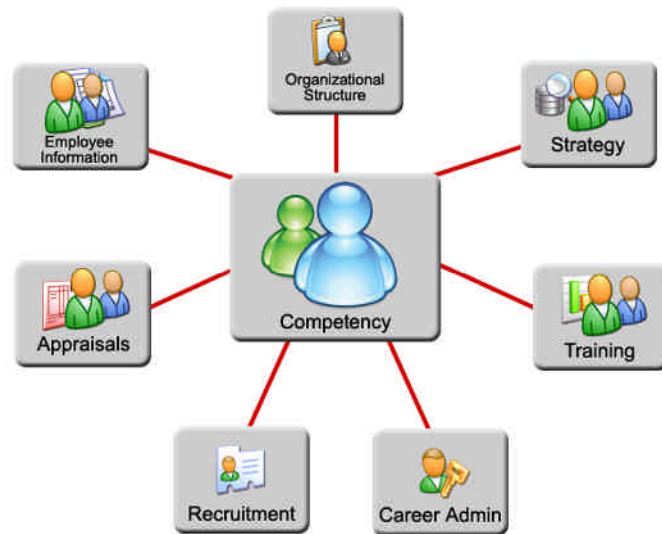


Competency Management

Introduction

In today's fast-changing competitive environment, firms' competitive positions are constantly challenged by the emergence of new technologies, products, markets and competitors. Flexibility and adaptability have become key management concepts to develop a sustainable competitive advantage; successful firms apply them in new organizational strategies that put into question many conventional tenets on organizations and their management. These strategies involve a decentralized and responsive work organization, based on co-operative relations not only within the firm but also in its relations with customers, suppliers and competitors. However, firms are also increasingly resorting to traditional market mechanisms through the use of contingent workers and arms'-length subcontracting relations.



The strategic direction of human resource management is a key differentiator for financially successful organizations. Beyond traditional human resources activities, a strong human resource strategy requires direct connections between the value employees' offer and the company's bottom line. One of the strategies to answer this challenge is through competency based human resource management. With these changes in human resource management objectives, competency management plays a vital role and become a much more complex and time-consuming function of the Human Resources Department.

Competency management utilizes a competency framework to align the strategic objectives of the organization with the competencies of your human resources. By applying a systematic approach of measuring individual competencies, ongoing snapshots of the overall knowledge capital could be built within the

organization. An organization can utilize this information to perform individual and organizational analysis, reduce education costs, improve hiring practices, improve retention, improve your human resources performance and developmental planning processes, deploy your human capital more effectively, and help management make strategic decisions regarding readiness to take on more or new projects. In short, competency management is trying to understand where an organization will sit in tomorrow's world, not where it hopes to sit, accessing where it can be and where it wants to be.

SunFish HR provide complete competency management module that can be configured to apply most of the competency assessment system such as Hay system. Furthermore, SunFish HR Competency Module supports the competency practices in company and benchmarks the best possible performances of your employees at each position.

Competency Management

Benefits

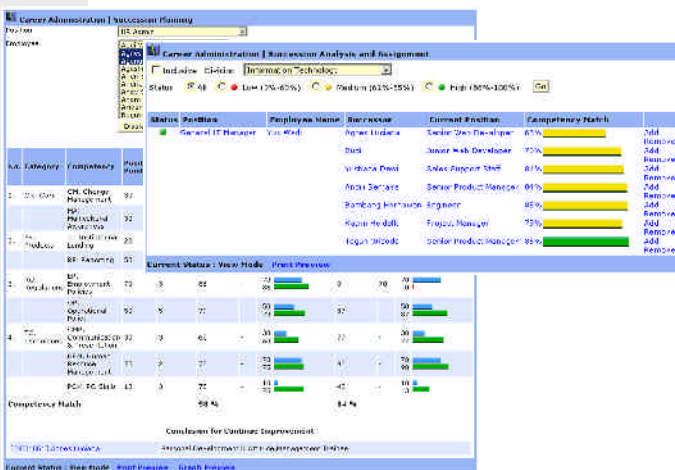
SunFish HR delivers a complete competency management process, providing efficient and error free processing. Specifically competency management delivers the following benefits:

Increased HR department efficiency

The HR Department configures the competency library, competency needed for all positions. Once configured, HR department can be completely free from the current time consuming job of competency management and focus their full effort on employee development.

The best employee for every position

With the competency management module, the company will have the best employee for every position; over or under competent employees can be minimized since the system will identify the most appropriate position for certain employees based on their competencies. In the case of an employee positioned inappropriately, an alert will inform the HR department to take an appropriate action.



Easy of use, quick and accurate career planning

Employees easily identify their career path and the training needed to fill certain position. Furthermore, HR administration easily identifies the employee or applicant who best meets qualifications for the certain vacant position. The promotion process also becomes a simple process to the HR department since the system will identify the best candidates and, if needed, competency gaps the employee has for certain positions and the training needed to eliminate those gaps.

Improve analysis of employee competency

The Supervisors and the HR department easily identify the competencies that employees have and how the levels compare with the positions in question. Certain trainings may be automatically suggest by the system to address gaps that might exist

Better definition and adherence to company policies

Competency management allows the company to set a competency library that is the basis of the competency assessment system. The competencies needed for certain positions are configured based on company policies stored in the library. The development of the library gives the company a clear definition of their policies and the system guarantees adherence to the policies automatically. The HR department can quickly amend the policies to adapt to the ever changing business and regulatory environment.

Features

Competency library

With competency library, many of competency categories can be maintained through the system., The competency categories and their weighting can be adjusted easily based on the company policy or the HR analysis. The system also identifies competency needed for every position in the company.

Competency information

SunFish HR stores all competency information centrally in the system database that is secure. Detailed information for every employee and their every competencies are at the finger tips of every qualified member of the company. Security level of the user determines the access level of the information, ranging from basic self-data to full access to all information on all employees.

Career planning

SunFish HR allows the employees to easily identify their career path and the training needed to fill certain positions. The employee will have clear information about their career path in the company and improvements needed to plan their career.

Succession planning

SunFish HR identifies the most appropriate employee to fill vacant positions based on their competencies. When an ideal match is not found, the system recommends alternative candidates and the competencies required for each candidate to meet the requirements of the vacant position. The HR manager may always request alternative candidates even if the system has identified an "ideal" match.

Succession analysis and assignment

SunFish HR automatically identifies the successor for every employee within the company based on their competency. If there is no successor for certain employee, system automatically shows alert and the HR department may take further action.

Search based on Competency

SunFish HR integrated with a search engine will enable HR administrator to search employees or applicants who have certain level of competency ratings.

Trouble lights

Dashboard lights in SunFish HR allow managers and HR department users to watch for and identify issues related to employee competency. Dashboard lights can be configured to identify employees with low level competency, low number of succession candidate for certain position or virtually any other aspect of the competency management that needs to be tracked. Dashboard lights allow the system to keep track of the company weakness from competency point of view; this module also relieves the HR department from manually analyzing the competency status that will consume a lot of time and effort.