



Documentation

Human Talent Plugin For iDempiere

Double Click Sistemas C.A.

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Human Talent Management

Talent management refers to the process that allows to incorporate new members into the workforce, and that further develops the existing human resource, to professional, human and family level. Talent management seeks to emphasize to those people with a high potential and strategic value.

About the Plugin

The *Human Talent Plugin For iDempiere* project is an initiative of *Double Click Systems C.A.* that aims to strengthen the management of human talent in organizations through the implementation of *iDempiere ERP Open Source*, thus providing the necessary tools for the management, control and monitoring of the information generated as a result of the strategies to improve the performance and human quality of the worker.

Downloading the plugin

Address for downloading the project:

https://bitbucket.org/dcs_bitbucket/human-talent-plugin-for-idempiere/downloads,

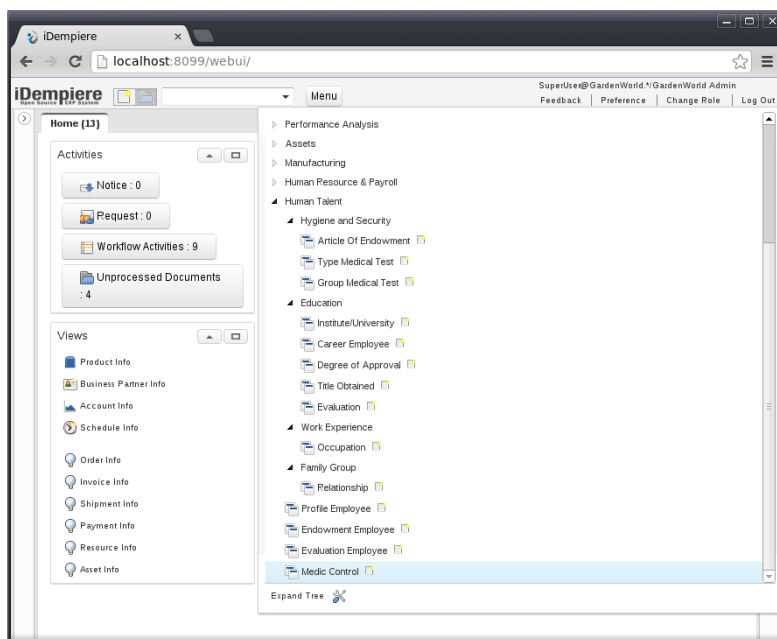
To clone the project (mercurial):

[hg clone https://bitbucket.org/dcs_bitbucket/human-talent-plugin-for-idempiere](https://bitbucket.org/dcs_bitbucket/human-talent-plugin-for-idempiere).

Basic Master

With basic master will be able to load the configuration information that will allow you to manage the human talent in your organization.

- Hygiene and Security
 - Article Of Endowment
 - Type Medical Test
 - Group Medical Test
- Education
 - Institute/University
 - Career Employee
 - Degree of Approval
 - Title Obtained
 - Evaluation
- Work Experience
 - Occupation
- Family Group
 - Relationship



Profile Employee

This interface allows to save the information of the employees concerning the academic training, work experience and the family group.

Initially shows the data of the Business Partner.

- **Academic Training Tab:** allows to assign an employee university degree obtained, career studied, degree of approval, start and end date, and the institute or university of graduation.

The screenshot shows the 'Academic Training' tab within the 'Profile Employee' window. The interface includes a toolbar with various icons and a breadcrumb trail: 'Business Partner > Academic Training'. The form is titled 'Inserted' and contains the following fields:

- Client*:** GardenWorld (dropdown)
- Organization*:** (empty dropdown)
- Business Partner*:** GardenAdmin BP (dropdown)
- Career*:** (text input)
- Institute/University*:** (text input)
- Title Obtained*:** (text input)
- Degree Of Approval*:** (dropdown)
- Start Date*:** (calendar icon)
- End Date:** (calendar icon)
- Active:** ☒

- **Work Experience Tab:** In this window will be charged the information on the previous work of an employee, such as for example the company where I work, job title, salary, duties, among others.

The screenshot shows the 'Work Experience' tab within the 'Profile Employee' window. The interface includes a toolbar with various icons and a breadcrumb trail: 'Business Partner > Work Experience'. The form is titled 'Inserted' and contains the following fields:

- Client*:** GardenWorld (dropdown)
- Organization*:** (empty dropdown)
- Business Partner*:** GardenAdmin BP (dropdown)
- Company:** (text input)
- Address:** (text input)
- Phone:** (text input)
- Boss:** (text input)
- Functions:** (text input)
- Occupation*:** (text input)
- Salary*:** 0,00 (text input)
- Start Date*:** (calendar icon)
- End Date:** (calendar icon)
- Current Employment:** ☐
- Active:** ☒

- **Family Group Tab:** Allows to save the information corresponding to the people in the family of the employee, in addition to data such as the type of relationship, gender, among others.

Home (13) Profile Employee x

Business Partner > Family Group

Inserted

Client* GardenWorld Organization*

Business Partner* GardenAdmin BP

Tax ID

Name*

Description

Birthday* Gender*

Relationship* Weight 0,0

☐ Legal Representative ☐ Childcare

☒ Active

Endowment Employee

In this window are assigned articles staffing provided to the employee, the quantity, delivery date and expiration date if necessary.

Initially shows the data of the Business Partner.

iDempiere localhost:8099/webui/ SuperUser@GardenWorld/GardenWorld Admin Feedback Preference Change Role Log Out

Home (13) Endowment Employee x

Business Partner

Client* GardenWorld Organization*

Search Key GardenAdmin Employee

Name* GardenAdmin BP

Name 2

Description

☒ Active

Business Partner Group* Staff

Tax ID

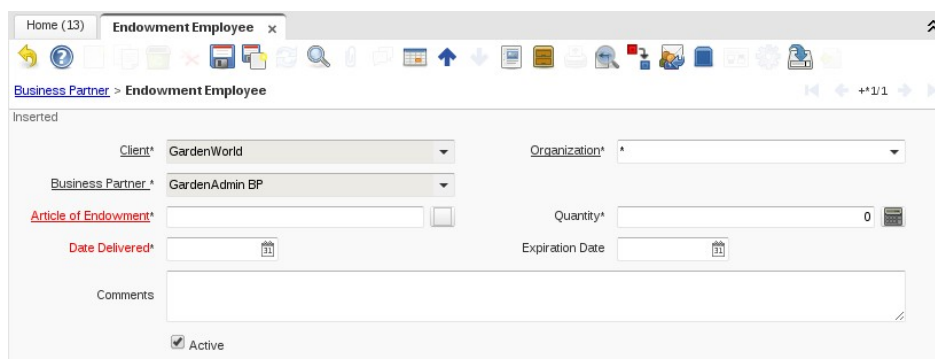
Payment Rule On Credit

☒ Sales Representative Sales Representative

URL

Endowment Employee

Client	Organization	Business Partner	Article of Endowment	Quantity
No Records found				

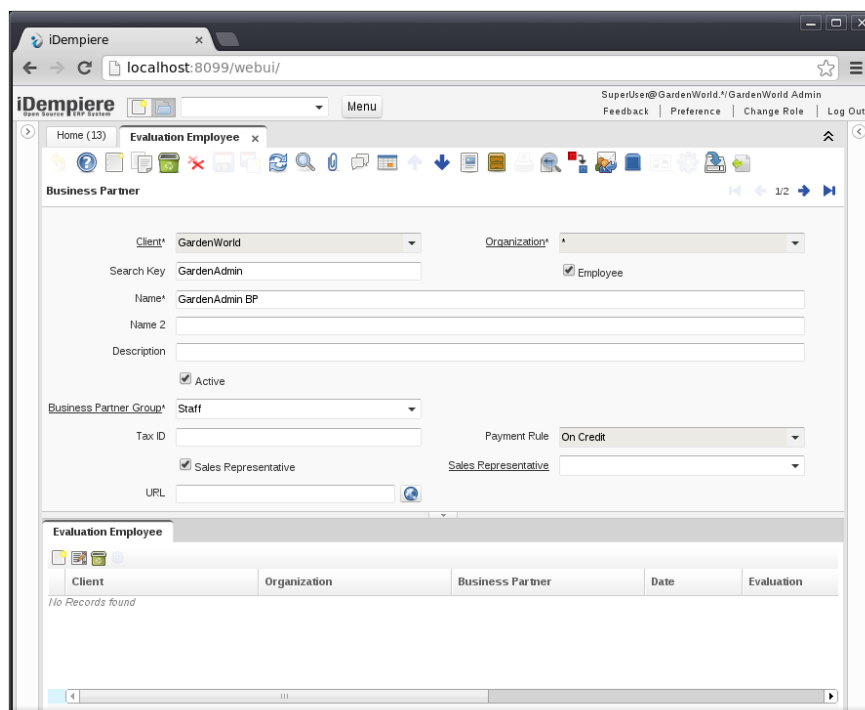


Evaluation Employee

This window allows to save the information corresponding to the evaluations made to employees.

In the evaluation tab, select the date, type of evaluation, the objective, the description and comments on the test applied to the employee. In addition, it is possible to load the result obtained using the fields percentage, strengths and weaknesses.

Finally you can select the occupation for which is choosing the employee and the expected salary.



The screenshot shows the 'Evaluation Employee' form in the iDempiere web application. The form is titled 'Business Partner > Evaluation Employee'. It contains several input fields and sections:

- Client:** GardenWorld (dropdown)
- Organization:** (empty dropdown)
- Business Partner:** GardenAdmin BP (dropdown)
- Date:** (calendar icon)
- Evaluation:** (dropdown)
- Objective:** (text area)
- Description:** (text area)
- Comments:** (text area)
- Results:**
 - Percentage:** 0,0 (text input)
 - Strengths:** (text area)
 - Weaknesses:** (text area)
- Work Which Aims:**
 - Occupation:** (dropdown)
 - Salary:** 0,0 (text input)
 - Active:** ☒

Medic Control

This window allows to save the information relevant to medical evaluations made to employees.

The screenshot shows the 'Medic Control' form in the iDempiere web application. The form is titled 'Business Partner' and contains several input fields and sections:

- Client:** GardenWorld (dropdown)
- Organization:** (empty dropdown)
- Search Key:** GardenAdmin (text input)
- Name:** GardenAdmin BP (text input)
- Name 2:** (text input)
- Description:** (text area)
- Active:** ☒
- Business Partner Group:** Staff (dropdown)
- Tax ID:** (text input)
- Payment Rule:** On Credit (dropdown)
- Sales Representative:** ☒
- Sales Representative:** (text input)
- URL:** (text input)

Below the form is a table titled 'Medical Consult Employee' with columns for Client, Organization, Business Partner, Date, and Description. The table is currently empty, showing 'No Records found'.

- *Medical Consult Tab:* In this tab are loaded the date, description and indications on the medical consultations for an employee.

Business Partner > Medical Consult Employee ▼

Inserted

Client* GardenWorld Organization* *

Business Partner* GardenAdmin BP

Date*

Description

Indications

☒ Active

- *Medical Test Tab:* This tab allows to view and add to the history of medical test to an employee.

Home (13) Medic Control x

Business Partner > Medical Test Employee ▼

Inserted

Client* GardenWorld Organization* *

Business Partner* GardenAdmin BP

Date*

Group Medical Test* Type Medical Test*

Description

Indications

☒ Active