

CEM AX HCM



Enhance the future value of human capital in your organization with objective data from the past, using CEM AX HCM.

The success of any organization depends on a strong commitment to its people. Proper management of human assets offers a sustainable, competitive advantage for high performance organizations. And while your Human Resources department provides the processes for managing people, CEM AX HCM provides the overview needed to map out strategies and plan the future.

CEM AX HCM is built on AX, the most powerful, robust platform in the Microsoft Dynamics arsenal. With it, you can plan, recruit, manage, retain and qualify performances through a fully automated HR process. Now, you can draw data from seemingly disparate parts of your organization, and bring into focus the current state of your human resources, so you can plot the future with confidence.

CEM AX HCM seamlessly integrates data from across multiple positions, entities and geographic locations.

Benefits of CEM AX HCM:

- *Centralize data for a distributed work force in an employee interaction center.*
- *Increase employee satisfaction with personalized and quantifiable career goals.*
- *Identify talent and develop future leaders*
- *Identify training needs*
- *Create tailor-made pay packages*



Features of CEM AX HCM :

Manpower Planning/ Budgeting	<ul style="list-style-type: none"> › Calculates the cost of manpower required by the business units. › Updates job descriptions, positions and reporting relationships in the organization structure, based on the approved plan. › Validates the staffing requests with every job and department.
Recruitment Management	<ul style="list-style-type: none"> › Quickly and easily, tracks the status of an applicant through the hiring process. › Stores & maintains an unlimited number of resumes, credentials, documentation of industry certification and recommendation letters associated with each applicant. › Allows you to build a comprehensive resume database, to search for qualified candidates.
Career Planning	<ul style="list-style-type: none"> › Ability to maintain the minimum period to be spent in each position. › Provides an alert to HR, whenever an employee updates his qualification/skills/experience. › Verifies the disciplinary action history for an employee at the time of performance assessment.
Performance Management	<ul style="list-style-type: none"> › Employees and managers can align individual goals with company's business objectives. › Delivers formal reviews, calibrates performance, supports managers and identifies top talent. › Tracks issues and accelerates work on top-priority projects.
Talent Management	<ul style="list-style-type: none"> › Pays for performance and retains essential contributors. › Aligns your workforce with key business objectives. › Finds and recruits the right talents quickly and cost effectively with the automated recruitment process.
Succession Planning	<ul style="list-style-type: none"> › Identifies key positions, provides talent continuity, gains work force insights, understands employee histories, improves career planning and calibrates ratings.
Transfer & promotions	<ul style="list-style-type: none"> › Provides the ability to process requests for both temporary and permanent transfers. › Tracks promotions through the screening/shortlisting/interview process. › Creates an alert for performance appraisal, if an employee sends a request for transfer.
Employee Recognition	<ul style="list-style-type: none"> › Enables entry and maintenance of recognition categories. › Integrates recognition with leave management and incident records. › Provides a process for subordinate employee recognition.