

## **TPMS: A State-Of-The-Art Talent and Performance Management System for the Enterprise**

### **Talent and Talent Management: Key Factors In Business Performance**

Today's competitive markets constantly challenge companies and organizations. The extent to which these challenges are met depends on whether organizations are able to realize their performance potential. In this respect, the organization's **talent**, its workforce, is **the** one major factor influencing the extent to which the performance potential of any organization will be realized.

Consequently, the measurement, monitoring and management of the various aspects representing the organization's talent are critical to the organization's overall performance and to the realization of its potential.

### **TPMS: A Comprehensive Integrated Talent and Performance Management System**

Designed and developed to offer a comprehensive and integrated solution to enterprise performance and talent

Performance and talent measures that impact the organization's performance and business goals -- i.e., performance profiles (strengths, weaknesses, gaps), motivation, relevance of- and adherence to values, correlates of business performance, factors influencing organizational processes, job suitability, and more -- are some of these talent and performance measures.



management needs, TPMS provides users with advanced pre-set appraisal and surveying products, builders for developing and customizing performance and talent management tools, powerful reporting and

report generating functions, user-friendly performance and talent management and monitoring tools, and data import/ export functions allowing users to apply the products, tools and management activities to the organization's structure and to interface with the organization's ERP/ HRM systems.

TPMS then provides the user with the ability to integrate these talent measures with measurements and

data representing the organization's performance and business goals.

TPMS' highly advanced functionality enables users to search, monitor, and generate information and data supporting talent management that will enhance the organization's performance.

### TPMS: The Tools and System

TPMS consists of the following major elements:

- Pre-set appraisal and surveying products**

The system offers a wide range of professional ready-for-use tools for employee performance appraisal, 360<sup>0</sup>, organizational surveys (e.g., Job satisfaction, service, training needs analysis), customer surveys, organizational climate surveys, and more. Access to assessment tools is provided as well.

- Tools for defining, developing and customizing performance objectives and questionnaires,**

### questionnaire delivery, delivery management and scoring

The system's functions offer the ability to assign performance objectives and manage them, develop or edit all types of appraisal and survey tools, delivering and scoring the appraisal and surveying tools, and monitoring and managing the questionnaire/ surveying operation.

**Part 3**

**Overall Performance Rating**

NOTE: If a user is viewed using multiple overall performance, the data represents the overall performance of the user. The overall performance is calculated based on the number of users who have been rated. The overall performance is calculated based on the number of users who have been rated. The overall performance is calculated based on the number of users who have been rated. The overall performance is calculated based on the number of users who have been rated.

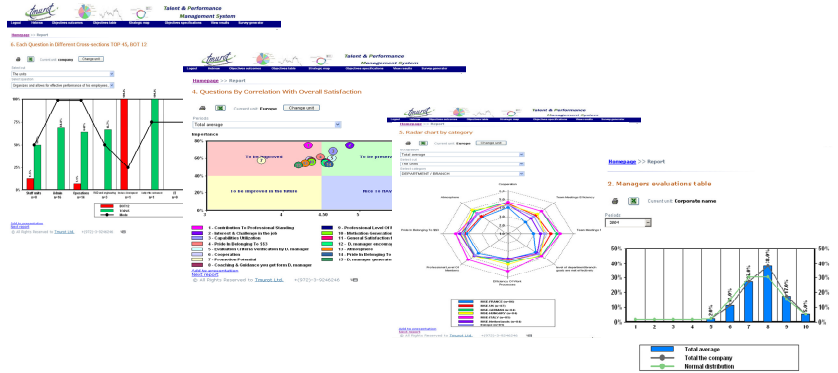
Overall Performance Rating

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Overall Performance Rating	1	2	3	4	5	6	7	8	9	10	11	12	13

Overall Performance Rating - comments

- **Reporting, monitoring and managing performance and talent information and data in support of talent and performance management**

TPMS's powerful reporting and data mining functionality enables report generation and data retrieval of all performance and talent measures, at individual and organizational levels, for feedback, management, and decision support purposes (e.g., bonuses, supporting job progression and transition decisions, feedback and employee development). Extensive statistical parameters and score standardization options ensure quality results. A variety of graphical and conversion to .Ppt presentations ensure fast and user-friendly sharing and interpretation of the results.



- **Data import/ export functions allowing integration with relevant data bases**

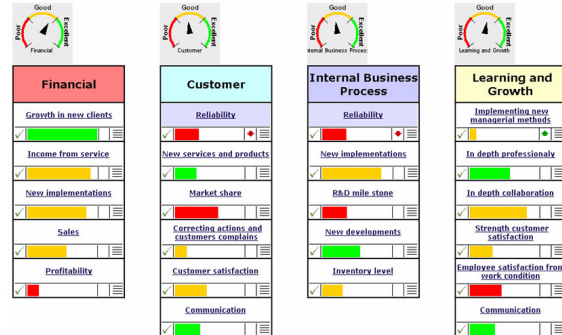
TPMS data at individual and organizational levels (e.g., performance and talent questionnaires, performance parameters and objectives) can be linked to the organization's structure, business performance, HR planning, and HR data available through the organization's ERP/ HRM systems thereby ensuring a full and relevant enterprise solution, and higher-level management activities and decisions.

**The System: Language Support, Configuration, Service and Usage Modes**

Based on Microsoft's SQL database, the system supports Windows 95 and above operating systems and Explorer 5.0 and above browsers in multi-languages.

Service is offered through external and internal communication networks (Internet and Intranet) or local installation (optional).

A careful authorization and security system ensures the integrity of the system, use of the system's functionality, and privacy of data.



**About Tmurot**

Tmurot offers a unique combination of systems and consultancy services in performance, talent and change management areas. The company has developed TPMS and implemented the system with leaders in a variety of business fields.

Consistent with its innovation and leadership, Tmurot has also developed breakthrough consulting models, methodologies, and products.

Listed among our clients are international Hi tech companies, banks, hospitals, clients in the government sector, cellular companies, Gilat communications, Magic software, Comverse, Eden Spring, Pepsi bottler in Eastern Europe, and many more.

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