



iOCO HXM Solutions

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Today's rapidly and continuously changing business environment demands greater agility and flexibility than ever before, as well as the ability to develop new workforce strategies as circumstances evolve. The business landscape currently has an increasingly aging workforce, joined by large number of younger generations who will be an overwhelming majority by 2025.

Both these workforce groups are tech savvy and are increasingly demanding that HR technology solutions provide them with the same technology functionality and experiences that they have outside the workplace. This requires that business, and particularly human experience management (HXM), digitally transforms to meet these new employee-driven demands.



According to the **IDC's DX Executive Sentiment Survey** done in 2018 *"building a personalized growth and talent strategy and evolved employee environment and investing in tools to manage the overall work experience are not merely crucial to drive higher engagement, productivity, and efficient. In fact, they are key success factors for the overall goal of delivering on the transformational agenda's set by business. Today's employees are seeking higher engagement, more focused, personalised, on-the-job training, and distinct career paths, replicating in a way today's customers, who demand personalized service and flexibility."*



However, no digital transformation (DX) project can be successful without focusing on people. iOCO HXM solution helps business to harness the power of digital transformation by providing a fully integrated employee lifecycle solution that directly ties your people and business strategies together through workflows, content, insights and expertise that directly impacts business results and drives company success; as well as delivering experiences that put employees first and as a result serves the business better.



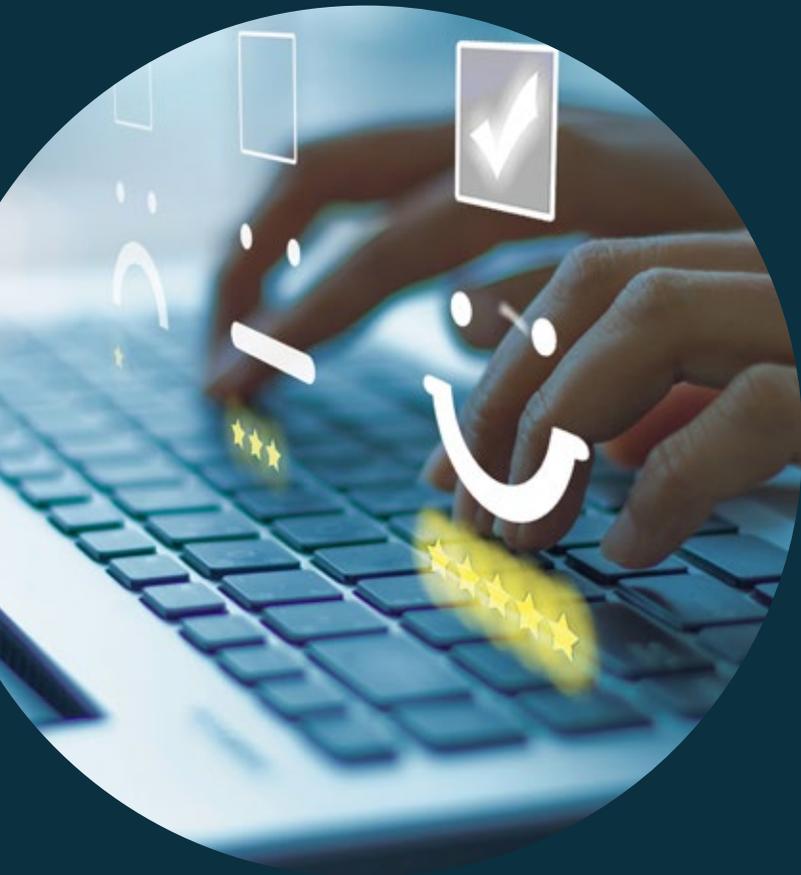
iOCO HXM Solutions include:

Job Architecture and Business Process advisory services to ensure that any HXM technology solution is successful by laying a solid foundation of talent and business data to drive actionable insights to your business leaders.

A core HR system that is user-friendly to HR, managers, and employees alike. Capturing employee, talent, and organisational data all in one solution delivers better results, faster.

Recruitment

Transform your lengthy recruiting process into a candidate experience and mobile-driven process that engages candidates from the moment they click on your jobs page, while providing a complete end-to-end solution that helps you attract, engage and select better candidates and then measures the results.



Onboarding

Continue the engagement of new recruits by providing new hires with a seamless onboarding experience that connects them with their new manager, new team, important information, and key talent management activities, thereby making them feel part of the business from before day 1 as well as improving job satisfaction, time to productivity and ongoing engagement.

Goals & Performance

Get your employees in the driver's seat of their career by creating meaningful individual goals across the organisation that align with the business strategy and provides clear line of sight on how their individual goals contribute to the execution of the overall business goals, while enabling managers to monitor goal progress in real time.

Minimise the giving and receiving of performance feedback from an annual or bi-annual occurrence to an on-the-spot, mobile-friendly feedback process between managers, employees and colleagues that creates and drives communication and enables meaningful feedback. Finally, reward, measure, and tie employee performance to business results in a streamlined, flexible process that delivers actionable talent insights.



Compensation

Link your compensation strategy to performance by paying your people based on achievement and establishing a pay-for-performance culture, allowing you to retain top talent and increase productivity across the organisation. Calibration drives better objective compensation decisions and ratings.

Career Development & Succession

Encourage ongoing employee development and career planning through development plans and mentorship programmes, thereby increasing employee engagement and retention. Align competency gaps with learning activities to prepare your workforce for current and future needs. Identify successors and ensure their readiness for key roles in the organisation by anticipating and planning for movement at all levels.



Learning

Companies that embrace a learning culture and have a comprehensive learning strategy outstrip the competition. The blended learning capabilities of our Learning Management System allow you to manage, develop and deploy instructor led, formal and informal learning to your workforce to further develop employee skills and ensure that development and learning goals are aligned with learning activities that can assist in addressing performance gaps. Competency-based development goals encourage employee self-development, driving engagement and increasing retention. Intelligent technology provides individualised curated content for recommended learning.

The Open Content Network provides broad access to expertly created content such as Coursera, Udemy, and LinkedIn. Leverage off our specific pre-packaged compliance content specific to the South African context.



Analytics

Spanning the entire HXM solution is a robust analytic platform that provides a combination of talent and business data, allowing you to tell compelling data stories from live data. Enhanced analytic features provide built-in key HR metrics and benchmarks to deliver key actionable, quantitative insights to your business leaders that are easy to consume and understand.



Contact us today to find out how we can help you drive digital transformation in your organisation and better align your employee goals to your business strategy.

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