



Product insight

Lumesse HR Management

Consolidate global talent data. Empower decisions.



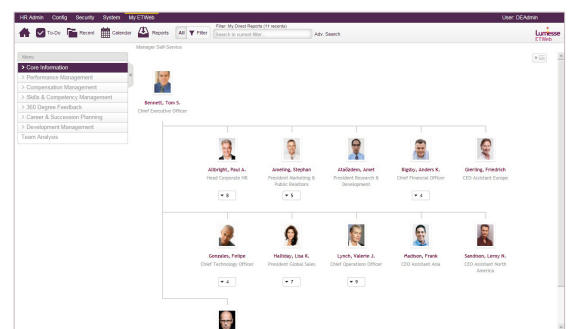
Accurate, up to date HR information enables effective planning of all HR activities. Lumesse HR Management captures and consolidates your employee and position data across multiple applications, producing accurate, up-to-date information with less reliance on manual data entry and fewer errors.

Lumesse HR Management lets you view individuals or groups in either a position or function-oriented way. You can visualise alternative organisational structures and multiple reporting relationships and produce comprehensive, visually appealing reports - from the entire organisation to a small division - on factors such as diversity, language skills or time in position.

Lumesse HR Management forms the heart of our talent management solution. It allows you to automate many aspects of human resource management, integrating all your existing data sources into one central database. These automation capabilities reduce your administrative workload, improving the HR department's efficiency and response times.

- **Reduce costs:** Improve efficiency through a centralised database of complete employee profiles built from all your existing data sources.
- **Improve accuracy:** Acquire data from existing systems (SAP, PeopleSoft, Oracle, etc.) with standard interfaces, eliminating duplicate data entry and errors.
- **Work smarter:** Accelerate HR processes through automated workflows and task-based reminders.
- **Create visibility:** Provide managers with a snapshot of individuals and groups, across functions and locations.
- **Increase compliance:** Meet global and regional regulatory requirements.
- **Make better decisions:** Deliver accurate information and flexible reporting in standard formats - PDF, XLS, HTML, etc.
- **Self-service:** Empower managers and employee users via advanced, secure self-service features.

- **Manage globally:** Expatriate management function facilitates effective global coordination
- **Build insight:** Long term organisational planning provides insight into the best policies and initiatives for future success. Data is converted into meaningful intelligence for improved, insightful organisational reporting and reduced operating costs due to streamlined, automated management processes.



Lumesse HR Management offers an intuitive, multi-language, multi-currency user experience that guides and supports all users in making the most of its extensive capabilities.

Working together

Lumesse HR Management is a core component of Lumesse Talent Management. HR Management integrates with HR Analytics to help plan and monitor all your HR and talent-related activity, as well as

integrating and providing data for other modules such as Performance Management, Compensation Management, Skills and Competency Management, Career and Succession Planning, and Learning Management.

“We were swayed by Lumesse’s value and its outstanding product features in HR metrics and graphic reporting.”
NeoDerm

Lumesse Talent Management

Lumesse Talent Management is the product of many years’ experience in helping great businesses unlock their human potential. A true global enterprise solution, Lumesse Talent Management combines deep functionality, powerful business insights and a great user experience:

- Fully integrated modules for HR Management, Performance Management, Compensation Management, Skills & Competency Management, Career & Succession Planning, Learning Management and HR Analytics.
- Flexibility to support individual talent processes or end-to-end talent management.
- Instant access to global, country and functional talent information with powerful HR analytics and reporting.
- Intuitive and easy Internet-based access in any one of over 30 languages.
- Secure data storage with rigorously controlled access, comprehensive user management, and configurable workflows.
- Support from experienced teams around the world who speak your language and understand your culture and business practices.

About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

2,000 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

www.lumesse.com/get-in-touch



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