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BOOST CREDIBILITY

Move from back office planning to front office workforce maximization

COMPENSATION PLANNING

With Workplaze's Compensation Planning organizations can now position their C&B policies as a differentiator in the talent marketplace. The system lets companies define a 'compa-ratio' to evaluate if an employee is overpaid or underpaid for each job grade and use it as a basis of a fair rewarding system.

Based on the job grade, the system calculates increment by evaluating the current salary & performance score and can make recommendation about adjustments. An Employee Analysis page shows transparently employee's compensation histories categorized in pay rate and increments over the years and indicates his/her salary position in the pay scale based on their job grade.

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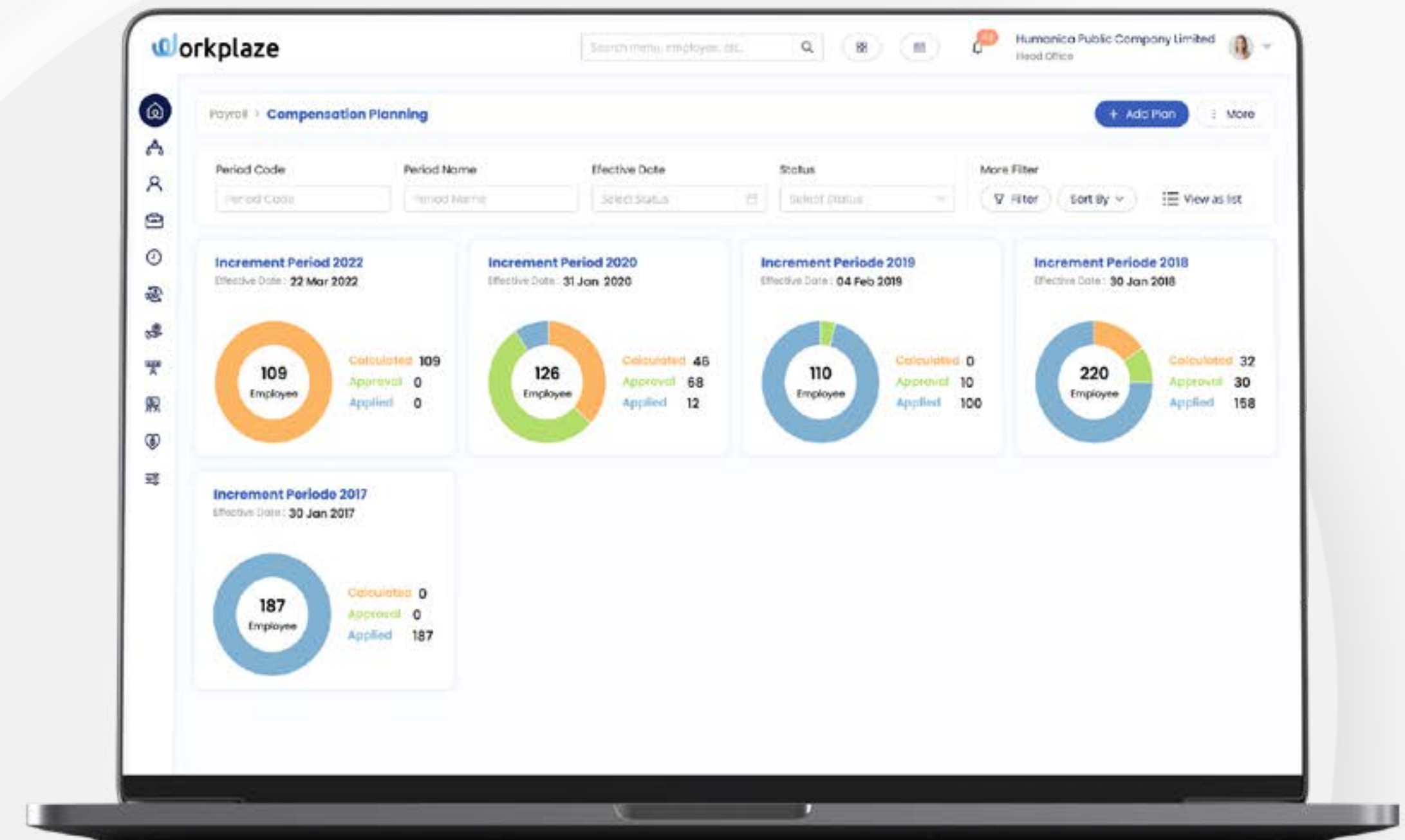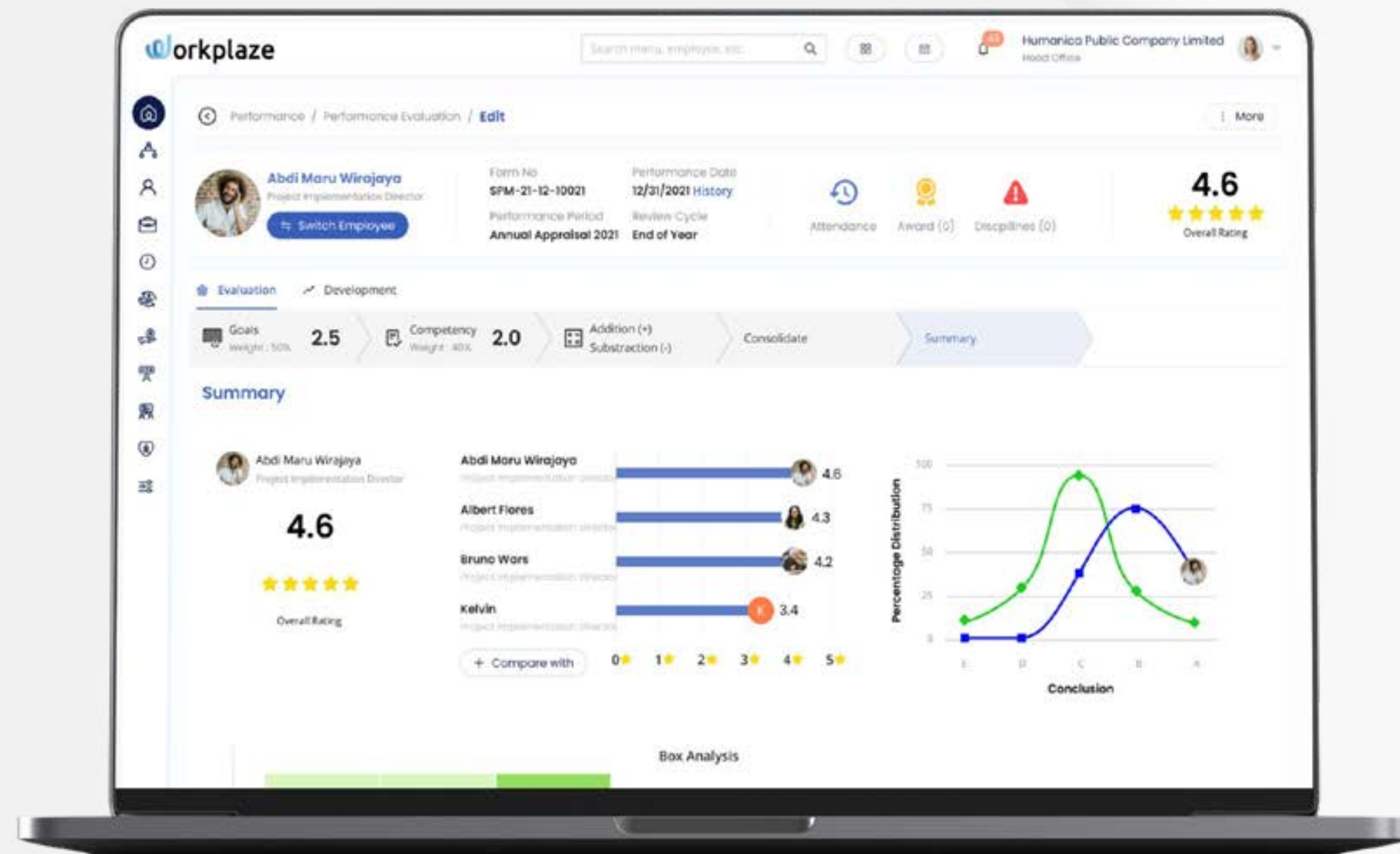
CONTINUOUS PERFORMANCE MANAGEMENT

Continuous performance management is about growth and development and work cultures that embrace it promote a forward-looking growth mindset by emphasizing real-time and frequent feedback. Moreover, it has the potential to strengthen relationships by improving communication and coaching between employees, managers, and team leaders.

Workplaze supports the concept of continuous performance management with tasks and feedback to provide quicker results while still consolidating ratings for final period scores, salary increments, development and career planning.

OKR

Workplaze uses the concept of OKR to remove the limitations of fixed targeting and performance tracking and allows the managers, employees and coworkers to collaboratively create more dynamic and adaptive performance goals.

OKR provides a processes based framework for mapping Objectives, targeting and assigning Key Results, continuous tracking and updating of Key Results. Period based evaluations of OKRs are fully integrated with other Workplaze performance management aspects and employee development functionalities.
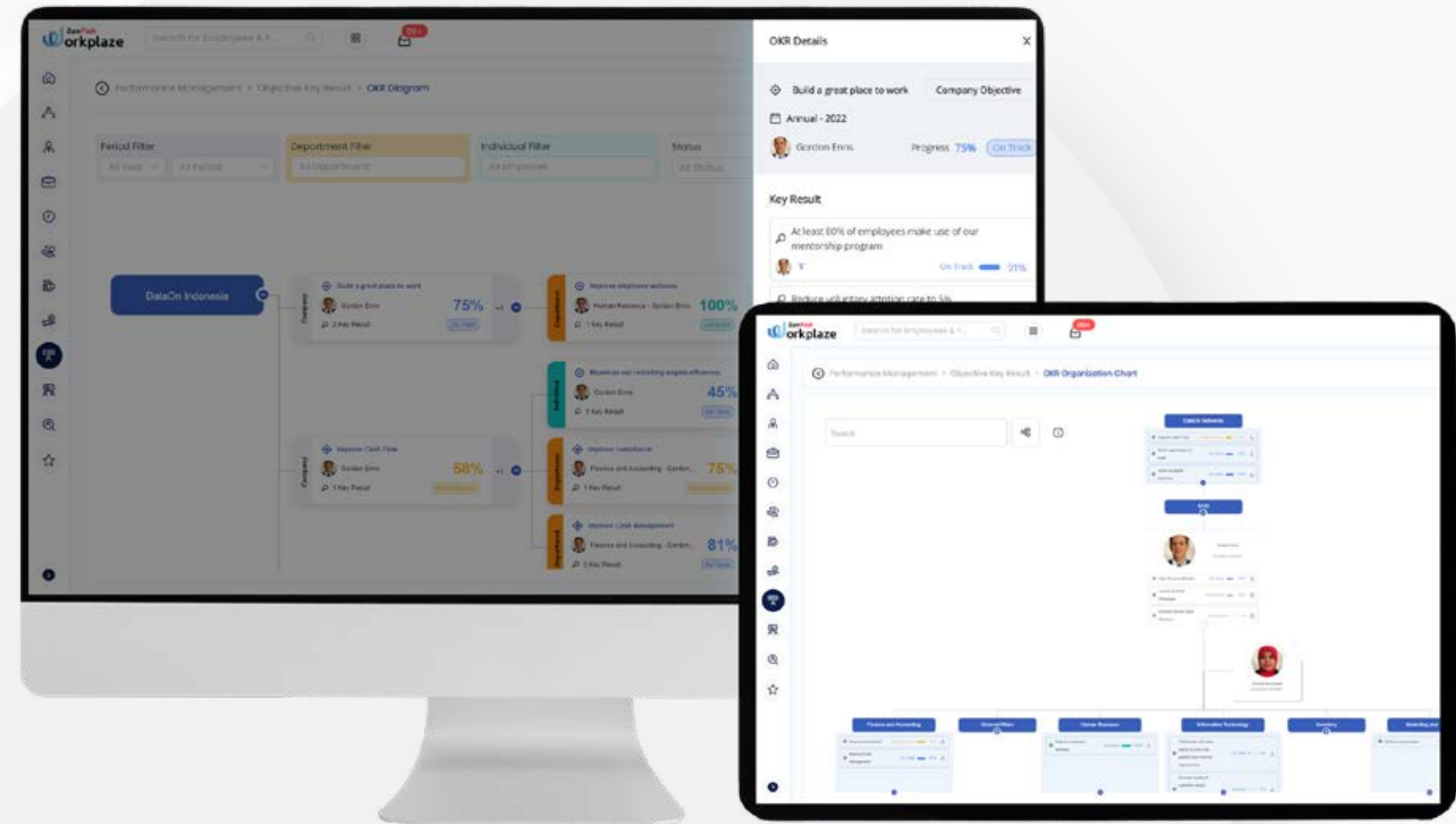
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CAREER PROGRESSION

Workplaze facilitates employees' professional growth by developing career progression pathways tailored to each employee. Employees and supervisors on career goals empowering employees to understand the skills and achievements necessary to advance or to make lateral movements within the organization.

Using positions, job families and grades employees are provided a visual structure of opportunities for their career plans and both sides formulate a career path plan that defines the steps, the competency requirements to reach certain positions or promotions, development methods, target dates and follow ups to meet the agreed upon milestones.
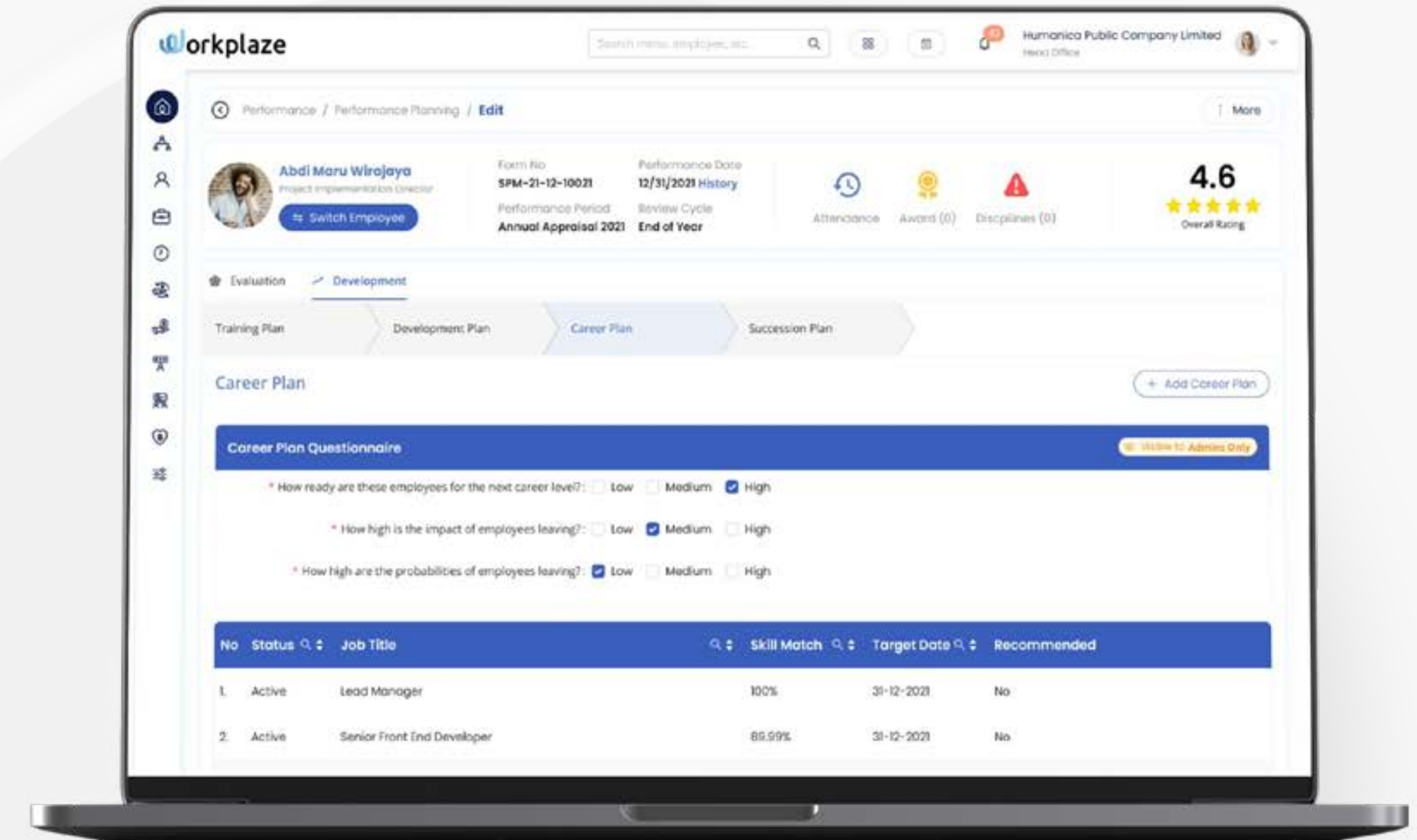
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SUCCESSION PLANNING

Workplaze's Succession Planning feature ensures that organizations are prepared for future changes by building a succession pipline for their most mission critical positions. Potential successors are identified based on competency gap, performance scrore, readiness level, impact of leaving, recommendations from supervisors and job family/level gap. Searching successors can include all group companies and can even include search from career path plans.

Using weighting templates, people in charge can compare and evaluate the employees' score to select the best successor. HR Managers can track which key positions (including high impact positions) have been identified, and once key positions are indeed tagged with potential successors, then they can analyze skill gaps to determine training or other development plans tailored to the successor.
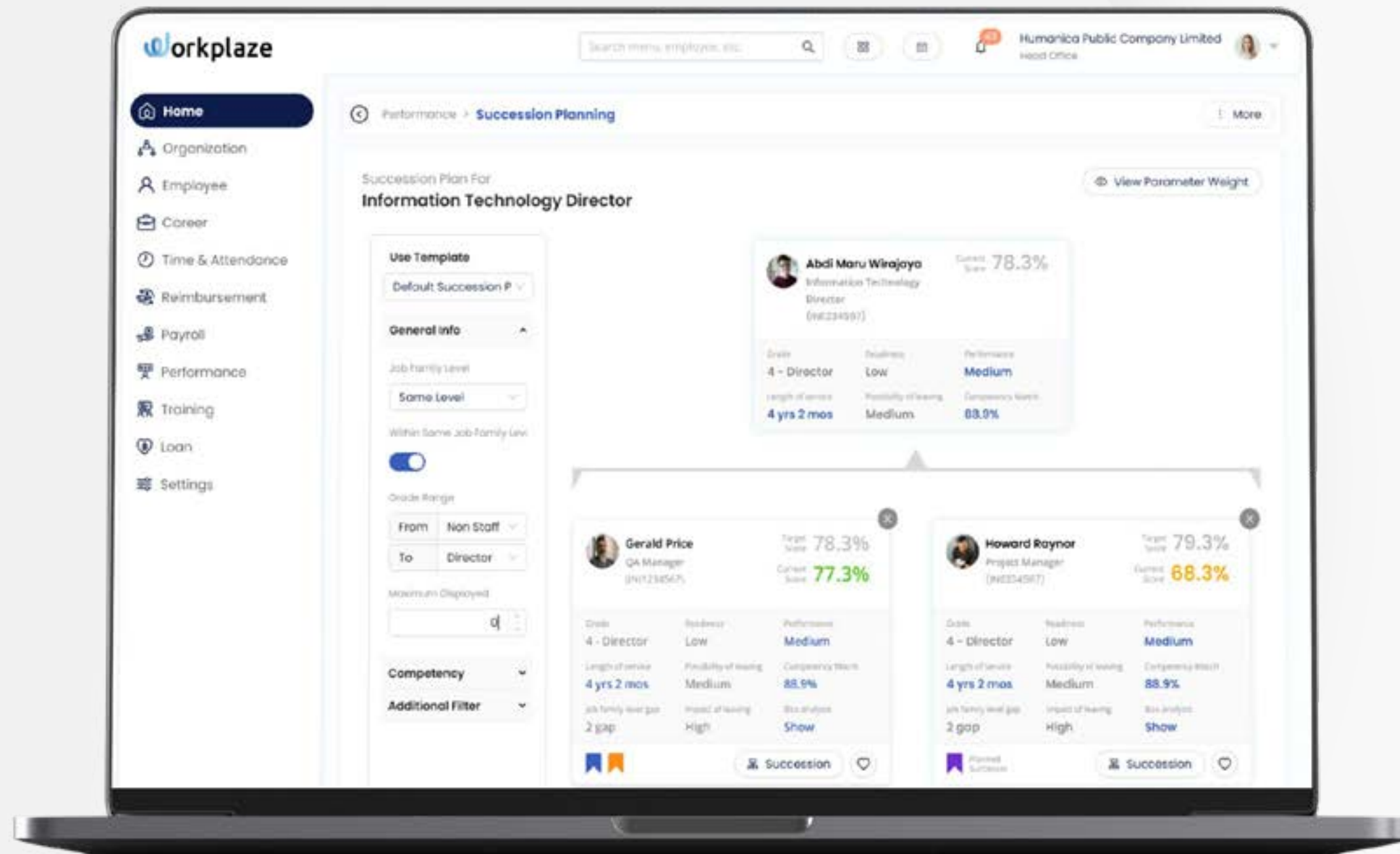
PROJECT MANAGEMENT

Manages projects and project costing integrated with time sheets, attendance and activity tracking.

Every new client related or ad-hoc project comes with subordinate task details such as project members, task start and due dates, durations as well as costs per task/member. Timelines are generated and stored as a Gantt Chart for version control, task completion and overall progress tracking. Visualized comparison of actual vs. planned costs and alerts keep things on track - budget and completion wise.
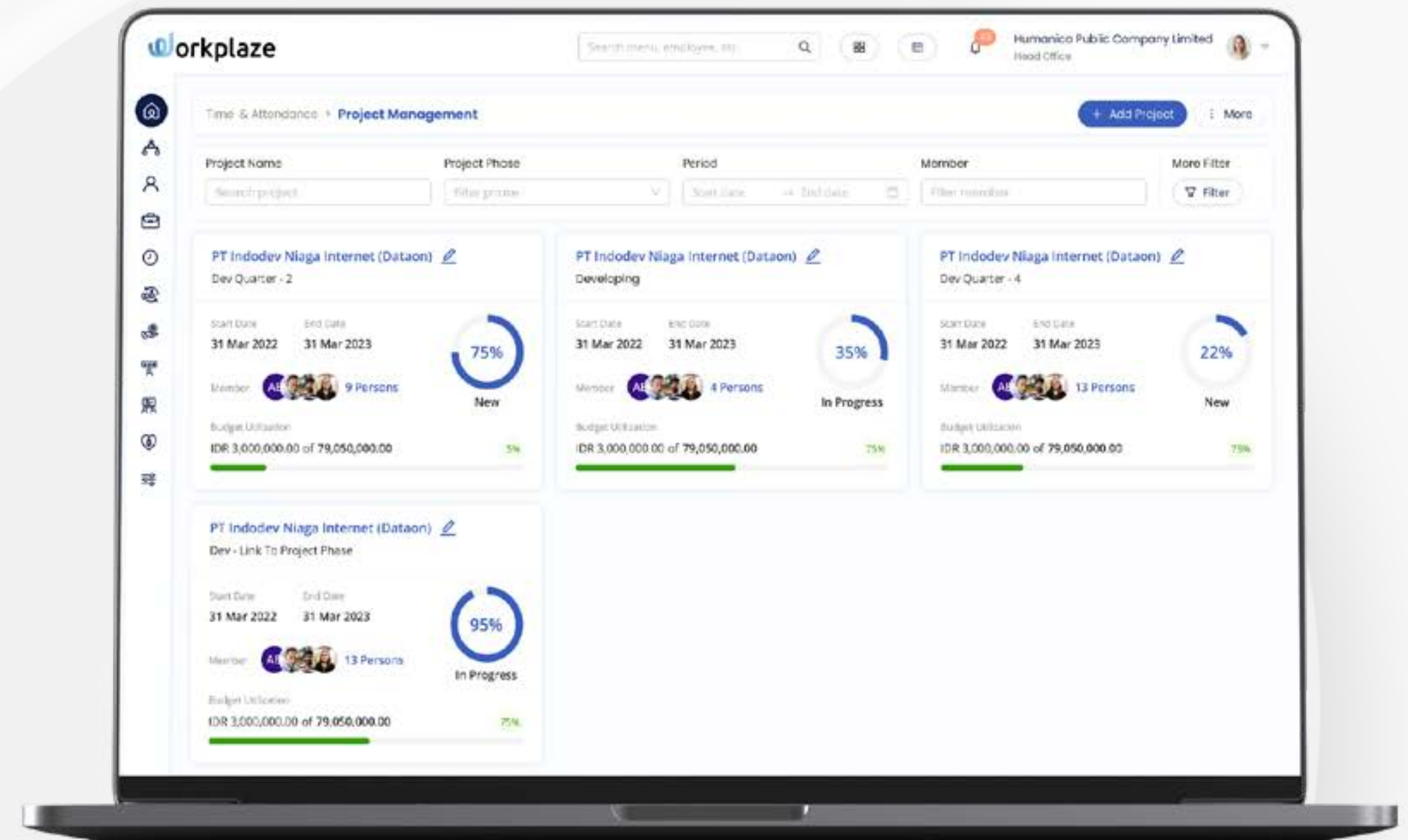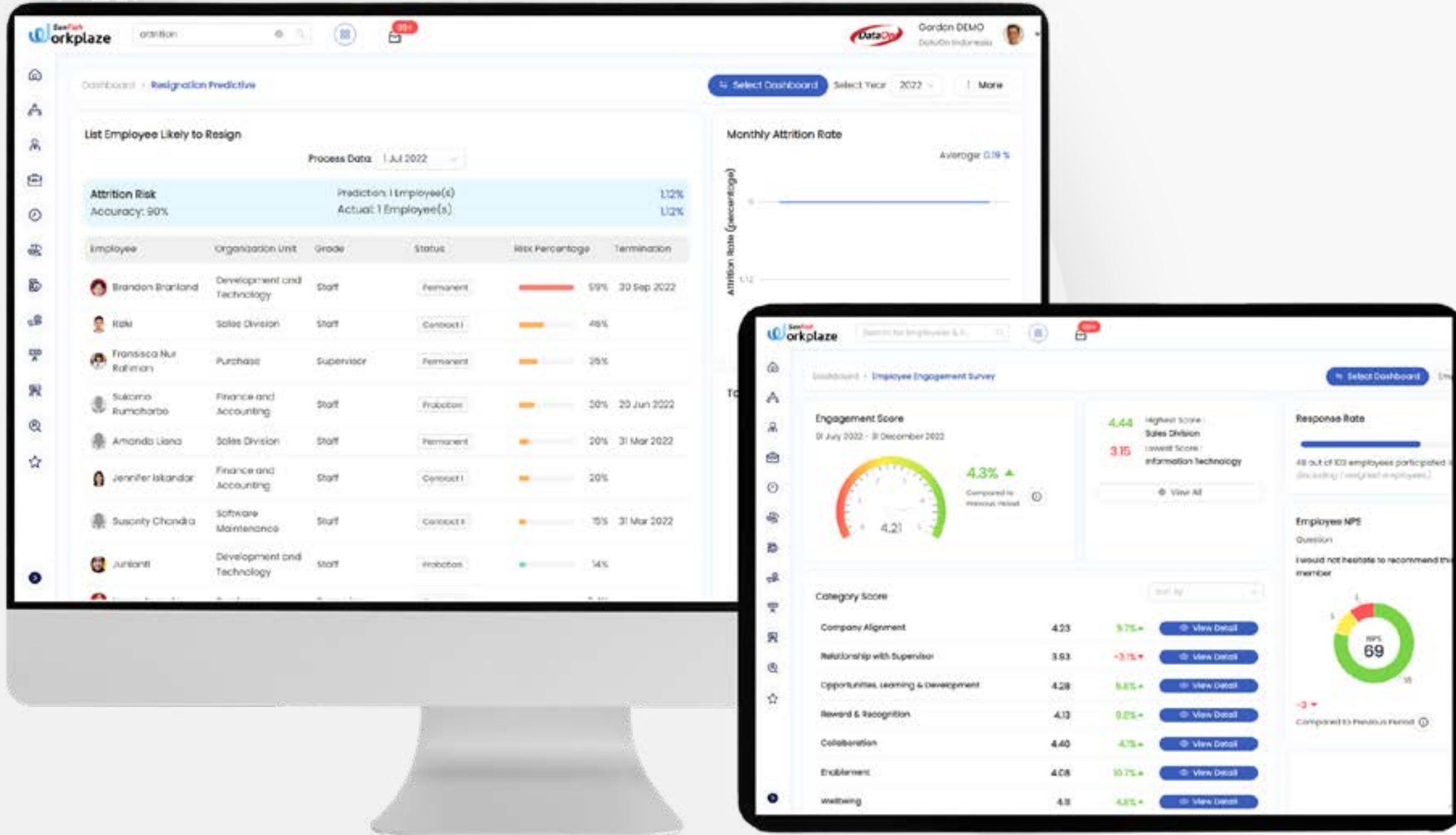
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ANALYTICS & REPORTING

Workplaze is equipped with powerful business intelligence tools that encompass a large number of reports, customizable dashboard trackers, KPIs, alerts, notifications, reminders, in-page/ in-app analytics, and drillable data.

These not only allow companies to generate, analyse and glean workforce insight from real-time people data, but also to meet all their reporting and ad hoc analytic needs.

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A PLAZE FOR YOU
TO **GROW**