



# 8Manage HCM Advantage

Get a full view of talent, attract, develop  
and retain diverse talent

Make smart talent decisions and talent performance mgt.  
based on contextual insight



## 1 Platform 6 Modules

- All HR modules are managed in 8MSaaS, and data is real-time connected.
- eRecruitment, Employee Records, Attendance & Utilization, Compensation & Payroll, Benefits, Training & Performance, eLeave and Employee Self-services.



## Recruitment Mgt

- User-defined recruitment process.
  - Talent demand analysis and planning.
  - Talent pool management.
  - Recruitment site and flexible applicant management.
- Recruitment analytics.



## Talent mgt

- 360° Talent info mgt.
  - Talent skills and training mgt.
  - Talent contract mgt.
- Identify retention risk trends
- Workforce planning and analytics.



## Performance Mgt

- Performance and goals setting.
  - Employee goals aligned with business targets.
  - Automated performance scoring.
- Support MBO/BSC, and 360 degree review process.
- Approval flow and verification.



---

## Compensation/ eLeave/Attendance

- Compensation and payroll mgt.
- Absence, resource allocation and actual utilization.
- Resource time and cost.
- Define different leave types.
- User-defined calculation methods.



---

## Succession and Development

- Defining career objective and path.
- Identifying skill set gaps and training needs.
- Identifying potential successors and pinning down their nurturing needs.

**8Manage** can provide best combination of standard products & redevelopment services for enterprise management and over 500 corporations in Asia are using our following modules on-premises or SaaS:

**8Manage PPM** : Project and Portfolio Management

**8Manage Timesheet** : Resource Time and Cost Management

**8Manage SRM** : Supplier Management, e-Procurement and e-Tender

**8Manage ERP** : Enterprise Full Automation

**8Manage CRM** : Corporate Client CRM and Consumer CRM

**8Manage ITSM** : Service Management

**8Manage HCM** : Human Capital Management

**8Manage OA** : Office Automation

**8Manage EDMS** : Electronic Document Management System

**8Manage Kanban** : Visual Agile and Lean