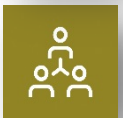# Talent Management Success with the rexx HR Suite

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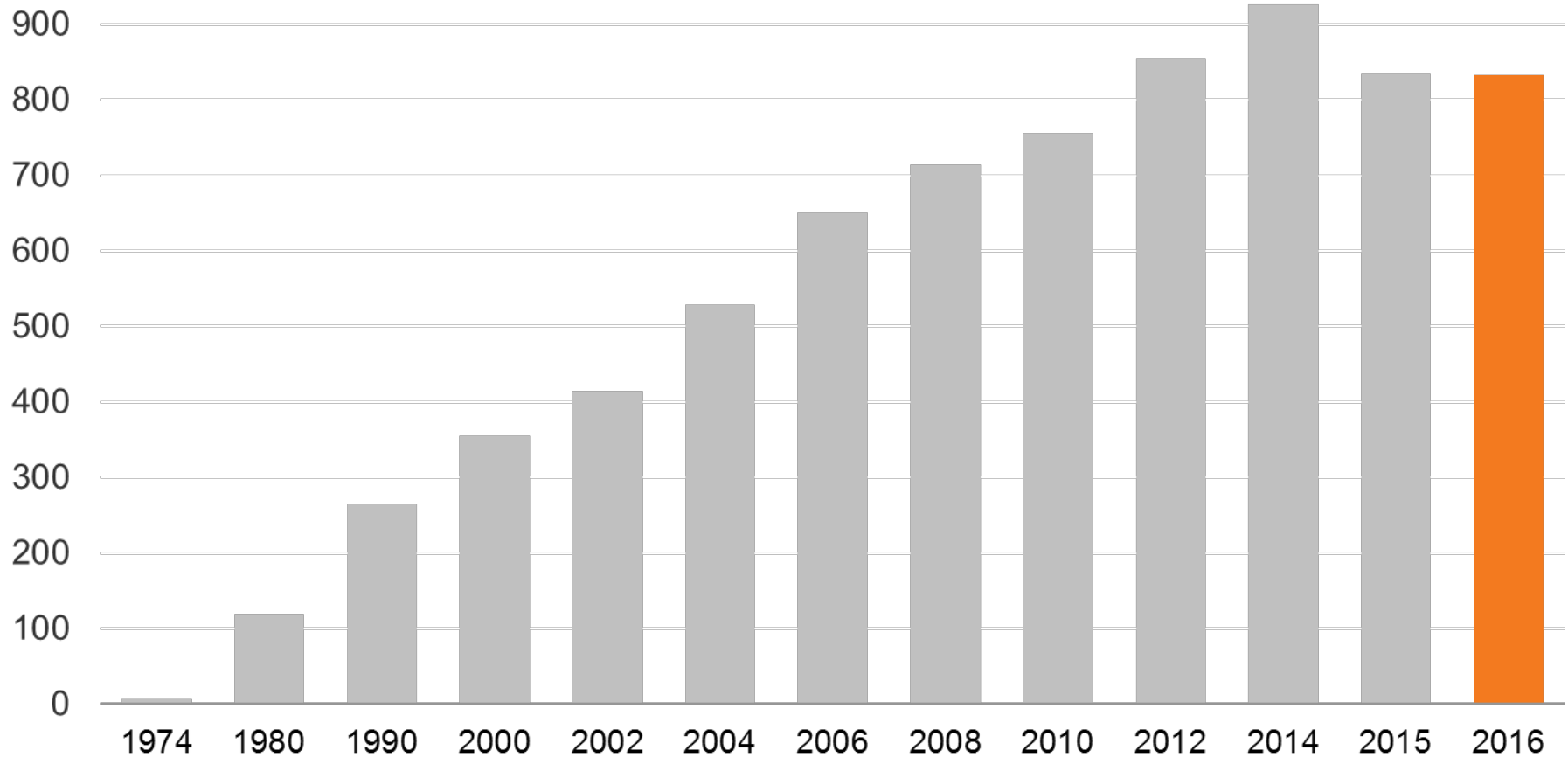
- Producing chainsaws and hedge trimmers

- Employees: 833

Employee growth - Kettenwerk

833
Total staff on 31.12.2016

Staff

Objectives / Requirements

➢ Connection to existing SAP System

➢ Cost reduction for HR processes/ Ensuring quality

➢ Interactive use of the systems (Supervisors – Staff – HR)

➢ Higher transparency and better traceability of HR processes

➢ Digital Personnel Files

➢ Integrated annual staff appraisals

➢ Organisational Management (Jobs / Tasks / Skills)

➢ Seminar Management (Training, Providers, Speakers etc.)

➢ Recruitment-, Performance-, Knowledge-, Talent- and Succession-Management: **All HR disciplines 'under one roof'**

Applicant management & E-Recruitung

From requirements → and posting the Job → To candidate selection → and signed contracts

Employee 'Lifecycle'

Organisation
Roles/ Structure

Job description
Tasks / Skills

Personnel
Files

HR
Conversations

Succession
planning

Talent
assessment

Training and
development

Agreed
Targets

Further requirements
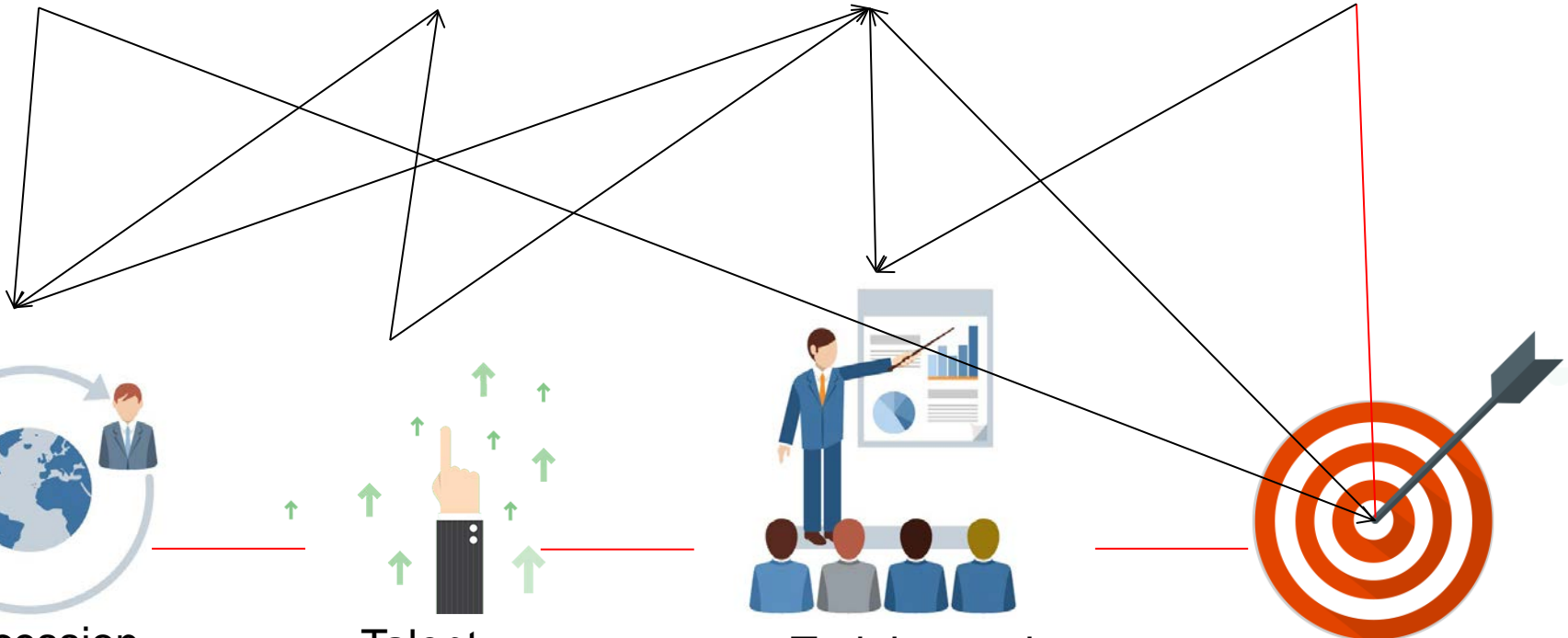
➤ Quick implementation

➤ Intuitive 'handling', short learning curve

➤ Lowest possible project costs

➤ Extensively independent development of HR processes

➤ Excellent support

➤ 'Paper compatible' process and data mangement

Milestones

➤ Evaluation (5 at the start → 3 for final selection)	Jun – Aug 2014
➤ Budgeting, Planning	Sept 2014
➤ Signed Agreement	Jan 2015
➤ Start rexx ER implementation	Jan – Mar 2015
➤ rexx ER 'Go Live'	Apr 2015
➤ Start rexx HR implementation	Jun 2015
➤ Begin recording Digital Personnel Files	Dec 2015
➤ Carry out annual appraisals, including Targets (first time via rexx)	Jan – Apr 2016
➤ Building workflows, conversation management, equipment management, job descriptions, skills, etc.	Ongoing
➤ Project Completion	Apr 2017

Functional Overview

Organizational structure

Job descriptions

- ➢ Structured management of tasks and knowledge, as well as definition of each role

- ➢ Assessments of tasks and skills

- ➢ Automatically updated job descriptions

Digital Personnel File