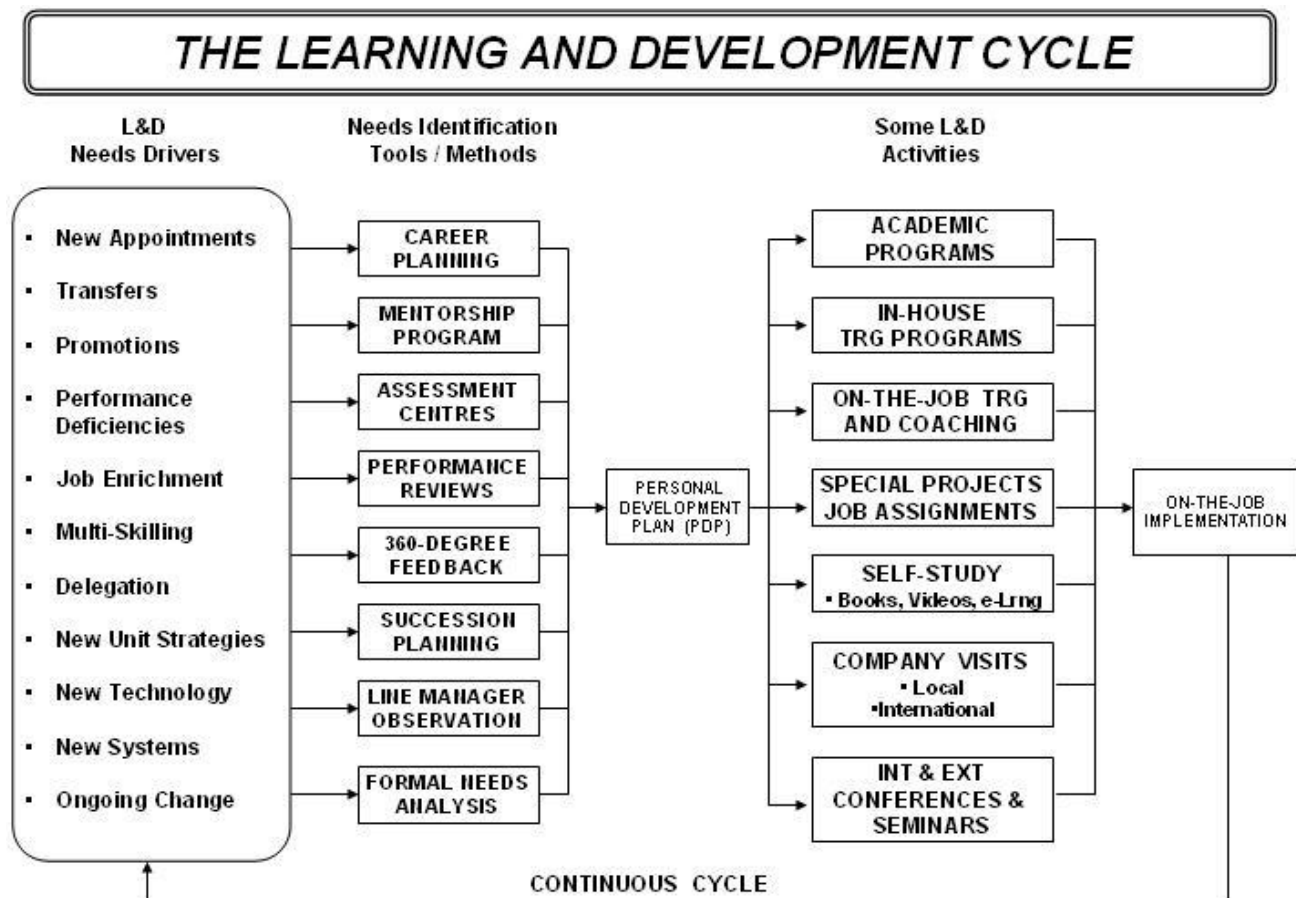


Employee Learning Management & Career Development

Appraisal Smart's Learning Management Module enables you to:

- ⇒ Create a Learning & Development (L&D) Library with your company-specific learning interventions/ activities (internally or externally provided).
- ⇒ Manage employee Personal Development Plans (PDPs) and Career Development online (accessible by HR, managers and employees).
- ⇒ In addition to learning activities selected from the L&D Library, other learning activities can also be added to an employee's PDP such as on-the-job coaching, job rotation, special assignments, projects, etc.
- ⇒ L&D Reports can be produced at all company levels - on demand and in real time - to see who (and how many employees) are earmarked for the different training activities, who has been through specific training, what training is overdue, etc.
- ⇒ Reports can be generated by unit/department, location, job title, employee, line manager, target group, attainment, status, and L&D activity, or any combination of these.
- ⇒ L&D histories are permanently archived in the system database for easy access at any time, for year-round internal and external audit preparedness, and to ensure organization-wide training/learning compliance.

The **Learning Management Module** is an optional add-on module to the core **Appraisal Smart System** (regular employee performance appraisals) and/or the **Smart360 System** (360-degree feedback)



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