



Human Resources Software
On Demand



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The technology behind it all.

- All you need is a standard internet browser because you work at the web-based front end. We take care of the rest.
- Persis Online operates powerful servers that are available round the clock. No matter which platform you are working on.

Everything we do is for your security.

- Your data exchange with our servers is carried out via a secure connection. This is a process that has been used for years in online banking.
- Carefully selected access authorizations let you set up various user groups.
- Your data are secured permanently against data loss at a high computer center standard.

Open to the future.

- The future is yours, we make sure of that. Regular updates ensure you are using the latest version.
- You may permit access to additional users and, as your requirements increase, you remain flexible in using additional functions for your workflows.
- Upon the expiration of your online agreement, you can easily purchase the system if this is the most efficient solution for you.



Professional Human Resource Management Software –
use it with no obligation to buy.

Persis Online

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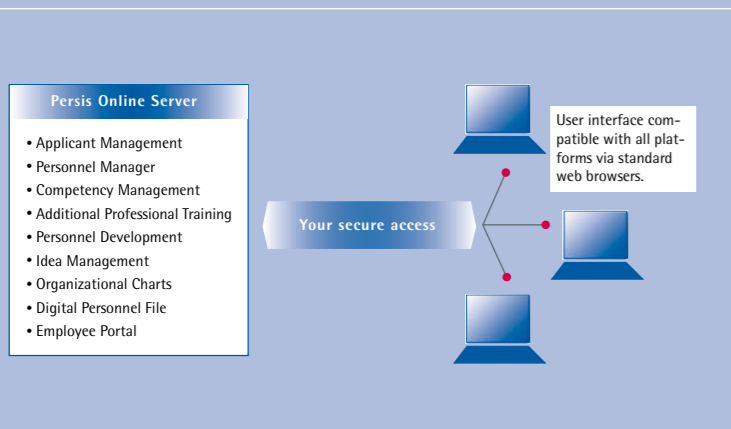
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The Persis On-Demand Model.

Get professional human resource management software from Persis at the click of a mouse. Without tying up capital, without investing in your own infrastructure and without a time consuming implementation project.



Persis Online: The clever alternative.

Numerous companies have been very successful using the Persis Human Resources Management Software. Starting immediately, you too can use this software to design lean and efficient human resources processes – even online using your browser. This makes your decisions even easier. You choose the options you need – such as On-Demand Applicant Management or On-Demand Personnel Manager – and you're ready to go.

This sophisticated software has reliable processes and can be used without spending time and money on integration. The soft-

ware requires only minimal training because it is intuitive and easy to use, making the switch to state-of-the-art human resource management a breeze. You don't need an IT department, no hardware or software and, most importantly, no time consuming and expensive implementation process. This is why Persis Online is ideal for small and midsize businesses. Persis helps you structure your data, and you'll never forget probationary periods and anniversaries again. Quick access to your employees' qualifications. Persis On-Demand: A small step for you – a big step towards efficient human resources management.

Persis On-Demand HRM Architecture.



On-Demand Applicant Management

- You benefit from a state-of-the-art online recruitment system that also includes a job fair right on your own homepage.
- Our efficient profiler matches applicants with job requirements and uses traffic-light indicators to facilitate the decision making process.
- A synopsis of the applicant file can be printed and used for decisions in the leadership circle.
- Paper applications are quickly entered into the system and all communication with the applicants is automated.
- Persis Applicant Management supports the entire workflow of your applications, from apprentices to executive positions. You can actively integrate all employees in the process.
- Flexible applicant screens keep you informed about the status of a specific application, including all relevant data. The selection process is interactive and accompanied by graphics.
- You can use your pool at any time to find the best talent and include it in processes. A decision matrix provides a quick and concise list of all search requests in the pool.
- The On-Demand Applicant Management option can be combined with the On-Demand Personnel Manager functionality to find suitable internal employees to fill a position.
- Employment contracts based on the information provided are generated and automatically sent to Persis Personnel Manager.
- Informative statistics are available at the push of a button transfer right into MS Excel.

On-Demand Personnel Manager

- Persis lets you combine all data in a modern and efficient database and provides you with a comprehensive HR portal for your employees and executive staff.
- At the click of a mouse you get the information you need to decide on salary development, vacation and staffing.
- A standard interface ensures that personnel data in your payroll system is safely transferred.
- The vacation workflow, which is easy to use for all employees, represents one of the core processes.
- The data history is created automatically, allowing changes to be recognized right away.
- Display of your organization (also as an organizational chart) provides a flexible controlling instrument.

On-Demand Competency Management

- The flexible competency management functionality allows you to accurately map your structures on a timeline.
- All developments and changes to the central competency model are reliably inherited throughout all processes. This minimizes time spent on updates and ensures that processes remain current.
- Employees, supervisors and others can evaluate the employees assigned them, either on a regular basis or in individual evaluation processes.
- On request, Persis will suggest training courses to improve competencies.
- Graphics allow you to quickly recognize evaluations and development potential.
- Complete personnel files provide a comprehensive picture of your employees' development paths, including career planning.



On-Demand Additional Professional Training

- Plan the professional training needs of your employees.
- Actively involve your executive staff in the professional development process.
- Training that is subject to deadlines, e. g. in occupational safety, is tracked for every single employee.
- Electronic feedback sheets and records of successful transfers secure your professional development activities.
- Automated checklists support your day-to-day business.
- Do you use eLearning? This is another field where Persis can integrate your existing processes.

On-Demand Personnel Development

- By mapping appraisal interviews and goal settings, Persis provides reliable support for achieving your company goals.

- Your executive staff is involved in the entire personnel development process in a transparent manner.
- Identify your top performers at the click of a mouse.
- All data relevant for development, such as skills, expertise, qualifications or training history, are available online.

On-Demand Idea Management

- Do not let good ideas pass you by. Persis Idea Management lets you put your employees' suggestions into practice in a well-structured way.
- It's easy to enter, manage and evaluate improvement suggestions so that you can use the creative potential of your employees and track the process in an efficient way.
- Whether it's a classic employee suggestion program, a modern, supervisor oriented idea management system or team oriented continuous improvement / Kaizen – Persis supports all of your models.
- Persis is there for you, from idea databases to knowledge management.

On-Demand Organizational Charts

- A picture is worth a thousand words and so is the graphical representation of your company.
- As an expansion of the Personnel Manager option, perfect organizational charts are dynamically generated from current master data. Manual updates are a thing of the past.
- You can decide the appearance and access authorization for all groups of users.
- You may also use the organizational chart as a reporting tool since calculations are also possible. The reliable OrgPlus technology is used for this functionality.

On-Demand Digital Personnel File

- Persis' Digital Personnel File makes your filing cabinets history. Searching for and copying personnel files is now a thing of the past.
- Your executive staff has safe and direct access to approved personnel files.
- Persis represents an audit-proof system that provides a high-level standard of data security – and it's all easy to use.
- You achieve significant savings on personnel costs and archiving costs. Digital personnel files can be printed out at the push of a button.