



HRD Power

powering people development ...

Product Overview

HRD Power is a flexible and customisable software, which includes a complete suite of HRD Applications

- ✓ Easy-to-use
- ✓ Seam-less Integration with existing HR systems
- ✓ User-defined fields
- ✓ Powerful, user-definable reporting facilities
- ✓ ISO Compliance Tool
- ✓ Export Facility
- ✓ HR Centric



SMR HR TECHNOLOGIES SDN BHD

(a MSC Status Company)

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Suite of HRD Applications

Employee

- ◆ All employee information can be recorded within HRDPower.
- ◆ You can also seam-lessly integrate HRDPower with existing systems.
- ◆ You can record an employee's current performance level to gauge knowledge & skills gaps

Position

- ◆ Position information can be recorded including job descriptions.

Competency Management

HRDPower helps you to qualitatively and quantitatively manage organisational and personal Competencies by aligning workforce activities with them.

Key Features

- ◆ *HRDPower* employs a user-selectable tiered structure for recording competencies. This provides the flexibility for organisations to determine the structure that suits their needs.
- ◆ Position Profiles provide the basis for competency identification and allocation. The inclusion of *Importance* ratings as well as *Required Performance Levels* provides for a very consistent way of determining job eligibility through the matching process - effectively giving a weighting factor to relevant competencies.
- ◆ Competencies Audits are made easy through the use of competency based assessment instruments.

Training Needs Analysis

It is important for employee training to satisfy the identified knowledge and skills gap. HRDPower helps you perform *Training Needs Analysis* using a competency approach. With HRDPower, TNA is made simple and relevant.

Training Programme Management

HRDPower organises and manages employee training.

Key Features

- ◆ HRDPower recommends the appropriate Training Programmes needed for employees
- ◆ Administration is simplified by the user-friendly method of recording attendee and Training Programme details information.
- ◆ Tracks training costs
- ◆ Monitors required employee certification
- ◆ Checks for course prerequisites
- ◆ Generates training transcripts
- ◆ Schedules classrooms, instructors, and equipment

Questionnaires

Questionnaires can be created to *record and evaluate* Employees, Training programs and Performance Reviews.

Key Features

- ◆ Evaluation - enabling users to design questionnaires to suit each program and to make quantifiable assessments on the effectiveness of training
- ◆ Numerically rated Questionnaires can be designed and statistical results can be produced.
- ◆ Questionnaires can be designed about other Employees (360 degree feedback or performance reviews)

Performance Management

HRDPower helps to manage Performance in a systematic and data-oriented approach. The employees can be reviewed against Behaviours, Objectives, Potential, Personal and Position Competencies.

Key Features

- ◆ Evaluate Employees from all perspectives
- ◆ 360 Degree Feedback
- ◆ Achieve the organisation's key objectives
- ◆ Enable feedback from the employees

Financial Management

HRDPower tracks Salary Cost, Training cost, Training Related expenditure and Non-Training related expenditure. The expenditure can be tracked against the budget for any specific group.

Key Features

- ◆ Tracks Budgets
- ◆ Tracks Salary Cost
- ◆ Tracks Training Cost
- ◆ Tracks Training related Expenditure
- ◆ Budget Vs Expenditure Reports



Resources Management

HRDPower manages resources and inventory of the HR Department like Training Rooms, Equipment, Books, Magazines, CDs etc.,

Key Features

- ◆ Scheduling for facilities, equipment, rooms, people, and other resources
- ◆ Reduce the time and effort spent scheduling
- ◆ Help improve your resource utilisation

Trainer/Assessor Management

HRDPower manages the Trainers/Assessors.

Key Features

- ◆ Assign competencies to Trainers to find the “right” Trainers/Assessors for the “right” course
- ◆ Tracks Training Fee of the Trainers/Assessors
- ◆ Tracks schedule of the Trainer/Assessor

Education

HRDPower tracks the professional development of the employees by managing their external or part-time courses

Leave Management

Automated leave management ensures that employees are not assigned to Training when they are on “leave”.

Other Services

In addition to HRDPower's core functions, the following utilities are provided:

- Internet Browser
- Reminder System
- Salary Calculator
- Scheduler
- E-mail

Support

Support for HRDPower is provided under the **PowerCare Software Support (PSS)** agreement and includes:

- On-site support through the local distributor
- Implementation and support
- Access to the help desk via telephone, e-mail and fax.
- Modem support is also available if required.
- Access to the HRDPower user group meetings
- Free access to HRDPower Service Packs when necessary
- Free software upgrades



Technical Features

Platform Support	Windows '95 Windows '98 Windows NT Windows 2000
Platform Support	Visual Basic 6 Crystal Reports Shazam Report Writer
Back-End	MS - Access MS - SQL-Server Oracle (Under development)
Hardware Requirements	Pentium/AMD Compatibles RAM - 32 MB (64 MB Recommended) Hard Disk Space - 50 MB

Product Information

- ✓ TrainingPower
- ✓ CompetencyPower
- ✓ HRDPower Lite
- ✓ HRDPower Pro (MS-Access)
- ✓ HRDPower Pro (MS-SQL Server)

International ThinkTank which
produced HRDPower

USA

Prof. Dr. Donald Kirkpatrick

HRD Hall of Fame
Creator of the 4-Level Kirkpatrick Model of Evaluation

Prof. Dr.Thiagi

Past President
International Society for Performance & Instruction
University of Indiana
Creator of world class games

Mr.Bill Foster

Managing Director(Publishing)
Richard Chang & Associates

Singapore

Dr.Y.S.Leong

Training Manager
Helwett Packard

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Gablegate Ltd
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Ms Angela McQuillan

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Mr.Gabriel Neyholt

Managing Director
SMR - Australia

Malaysia

Dr.R.Palan

Managing Director
Specialist Management Resources

Mr.Jeremy Spoor

President
SMR Malaysia

Mr.Alias Masod

President
Malaysian Institute of Human Resource Management



Future releases

SMR is totally committed to the future development of HRDPower. New releases are made available two or three times each year, demonstrating SMR's commitment to providing its customers with a highly competitive product.

New versions to be released include:

HRDPower on the Web

HRDPower Payroll

SMR Profile

Specialist Management Resources (SMR)

is a privately held company that was founded in 1978. The mission statement of SMR is “Helping People Learn and Perform”. The mission of SMR is to help Human Resources development by providing software and services that extend and integrate Competencies Management, Training Management & Performance Management.

It is headquartered in Kuala Lumpur, Malaysia and has offices in Australia, Singapore and India. SMR provides a number of professional services including Training, systems integration, and customising services for customers deploying competency management systems.

SMR HR Technologies is the technology division of SMR. It has received the prestigious Multimedia Super Corridor (MSC) given by the Malaysian government for outstanding Software companies. Some of the MSC status companies include big companies like Microsoft, Oracle, Sun Microsystems etc.,

SMR Universal Softech Ltd is an associate company of SMR. It is public limited company in India to be listed in the Bombay Stock Exchange (BSE), India.

SMR Singapore is the regional hub for Asian operations.



Customer Information

A partial list

<p>Australia South Australian Housing Trust University of New South Wales Rural Press AUSLIG Wesfarmers Federation Insurance <i>Department of Justice and Industrial Relations</i></p>	<p>Malaysia Perodua Otomobil Kedua Sdn Bhd The Pacific Bank Berhad HLG Securities Sdn Bhd Euromedical Industries Sdn Bhd Matsushita Industrial Corp. Sdn Bhd. Ban Hin Lee Bank Berhad. <i>GSL Water Sdn. Bhd</i></p>
<p>Singapore Singapore Polymer Corp. Pte Ltd Mandarin Singapore Seiko Instruments</p>	<p>Indonesia <i>Bank Indonesia</i></p>
<p>India <i>ICICI (Reliance)</i></p>	<p>Brunei The Empire Hotel & Country Club</p>



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