Criterion TALENT ENGAGEMENT How smart mid-market businesses engage, energize and empower their people #CUSTOMER OBSESSED Our experience has Criterion Talent Engagement is one of three modules that make been excellent. Criterion up Criterion HCM, the comprehensive, crisp, cloud-based HCM has helped our HR software for the mid-market. become more productive and efficient in Powerful, scalable functionality numerous ways Cutting-edge user experience Fast, dedicated support

Applicant tracking

Spend less time on recruitment admin, boring manual tasks and chasing. And more time doing what you do best - adding value by interacting with candidates.

Candidate experience optimization

Deliver an exceptional candidate experience that accelerates time-to-hire and leaves all applicants with a good taste in their mouth (to boost your employer brand).

Analytics and reporting

Understand the anatomy of your workforce, L&D and recruitment teams. So you can drive efficiency, avert disasters and make incisive strategic recommendations.

Onboarding

Build a best-in-class onboarding experience that boosts new hire retention, amps-up new hire productivity, accelerates time-to-productivity and cements your culture.

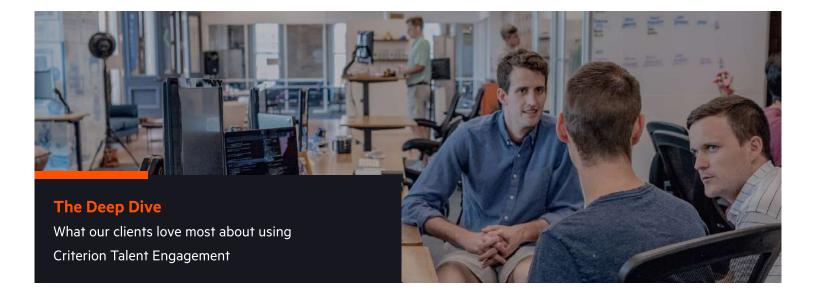
Learning management

Streamline your L&D, to deliver the right training at the right time. To amplify employee engagement, boost retention and equip your workforce with the right skills to drive business growth.

Performance management

Empower a high-performance culture, whatever your performance management processes. A performance management hub your employees actually find valuable.

Turn people management into a well-oiled machine. Unlock more value from your biggest strategic asset – your workforce.



Applicant tracking

Streamline your unique recruitment processes

- Build a totally bespoke application journey, plus set custom pre-screening questions
- Get everything you need first time with certificate, license and document upload
- Track internal and external applicants, and find them easily with multi-tier search
- Integrate recruitment with position management to maintain strategic visibility
- Avoid costly miscommunications with custom-config requisition approval workflows

Candidate experience optimization

Boost your employer brand and attract better candidates

- Empower fast, convenient application with Indeed Quick Apply sync
- Embed integrated job portal on your site for branded, on-page application
- Auto-send personalized communications so applicants feel valued while they wait
- Allow candidates to import and upload documents for an easier, faster application

Analytics and reporting

Increase strategic visibility, to drive improvement

- Ensure hassle-free compliance with EEOC collection and EEO-1 reporting
- Track requisition, applicant and training expenses for better business clarity
- Enhance your recruitment team's performance with individual recruiter analysis
- Make smarter decisions with 100s of reports into every crucial people metric
- Get an early warning so you can avert potential people disasters before they happen

Onboarding

Deliver onboarding that's as unique as your business

- Build a fully-configurable onboarding hub with unlimited forms, tasks and workflows
- Prevent pre-start dropouts with preboarding functionality from offer onwards
- Capture insights to insure against future turnover with offboarding workflows
- Make sure nothing falls through the cracks with automatic traffic light notifications
- Auto-populate employee database from job application – zero admin hassle

Learning management

Increase productivity, engagement and workforce planning

- Streamline L&D with dynamic skill tracking across courses, positions and people
- Integrate your current courseware easily with full SCORM and AICC support
- Track and serve time-sensitive training needs like certificates and licenses with no lapse
- Find and fill skills gaps easily, to future-proof the organization for growth
- Schedule courses by position or learning path enrolment handled automatically

Performance management

Empower more effective performance management

- Define unlimited customizable review templates, scales, periods and competencies
- Assign reviews automatically by employee or group with unlimited custom workflows
- Let employees or managers set unlimited goals for different reviews, periods or skills
- Deepen insight with 360° reviews (anonymity optional), to guide better management
- Make appraisals easy for managers with summary analysis of aggregate feedback
- Track appraisals, auto-notify when overdue, or escalate - so you don't have to chase

Cross-Module Functions

Joy-to-use

- Deliver a consistent, branded, fully-localized experience globally
- Consolidate multiple organizations in one database for clean one-dash view
- Integrate any tools you already use with fully-open APIs and REST APIs

Flexible

- Modify records whenever it is convenient with date-effective updates
- Add custom fields to accommodate all your unique data needs
- Build unlimited unique workflows for faster process approval across multiple levels

Hyper secure

- Safeguard access with deep-dive security profiles and two factor authentication
- Ensure max data security with above-and-beyond encryption, even at rest
- Use from almost any browser thanks to secure, rigorously tested HTML5 code

Go on – ask us what we can't do.

Your people are your biggest strategic asset. Employees expect an engaging, empowering, energizing experience at work – and they vote with their feet. To compete, you must build a world-class employee experience from hire to retire. That's where Criterion Talent Engagement comes in.

Criterion Talent Engagement unlocks maximum value from your workforce.

