

Skills Management

Abacus HR software module

Skills management process overview



Engage your employees according to their skills and develop your staff purposefully. Abacus Skills Management allows you to quickly and easily identify, query, and evaluate the skills of your employees.

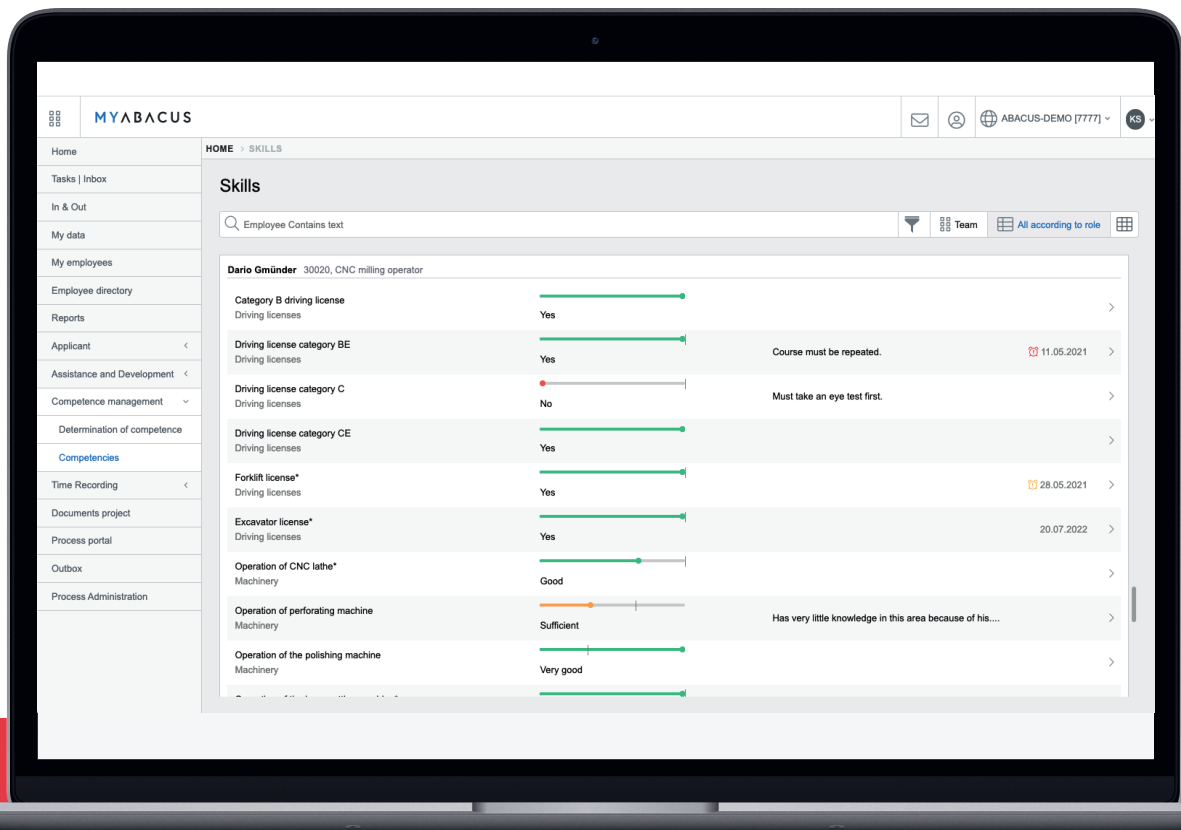
Identify, query and evaluate all the skills of your employees with Abacus Skills Management. By means of a skills overview, you can compare the recorded skills with the qualification requirements of the company. In doing so, the existing, missing or skills to be renewed become visible.

For targeted personnel development, HR managers and supervisors have an overview of the GAPs (comparison of actual and target values) of their team and can therefore plan concrete measures for

their further development. A performance and potential matrix is also available, which automatically classifies the employees based on their evaluations. This helps to identify employees with high potential as well as employees whose potential can be optimised.

Temporary and mandatory qualifications can also be verified at any time. If an employee's certification expires or if mandatory skills have not been fulfilled, the system automatically informs the relevant persons.

**this process step cannot currently be displayed in Abacus software*



Your benefits

- The need for further development of employees can be identified (GAP analysis)
- Management is supported in identifying high potentials and employees who are being utilised incorrectly
- Certification and quality management of the company are ensured
- Skills management supports work planning
- Succession solutions are easily identified
- Skills evaluations are kept up to date with minimal effort

More information can be found under: abacus.ch/en/human-resources

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