

# PEOPLENET:

*The Standard Edition*

Meta4  
**PeopleNet** <sup>®</sup>

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**OPTIMIZATION AT ITS BEST**

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Meta4 offers you an innovative way to enjoy the best human resources management system in the market at the least cost and in record time.

The full power of our well-known PeopleNet product in a new modular version packaged with the best practices in the market.

# WHAT

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## **ARE THE ADVANTAGES?**

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**+ SPEED**

**+ EASE OF USE**

**+ FUNCTIONALITY RICH**

## Meta4 PeopleNet<sup>®</sup>

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### THE HIGHLIGHTS OF PEOPLENET

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- Access the best practices in each one of the modules.
- Standard solutions with no need for custom development or extra costs.
- Preconfigured processes with different options of use.
- Modules can go live in as little as 15 days with our innovative methodology.
- Simplified maintenance with automatic updates.



# MODULE /01

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## *RECRUIT*

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+ REACH  
+ SIMPLIFY  
+ ADAPT

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PeopleNet<sup>®</sup>

# Effective recruitment within reach.



PEOPLENET PUTS AT YOUR FINGERTIPS THE CAPACITY FOR ATTRACTING, SELECTING AND ABSORBING PEOPLE INTO YOUR COMPANY IN THE MOST EFFICIENT WAY. WE WANTED TO COVER ALL THE POSSIBILITIES TO ASSURE A FAR GREATER CRITICAL MASS OF CANDIDATES FOR COVERING YOUR VACANCIES, SUCH AS:

- Career Opportunities via Jobsite: targeted at candidates spontaneously attracted through the company selection process.
- Employee Self Service (ESS): targeted at internal candidates interested in the promotion or internal mobility, etc.
- Other types of candidates.

**PEOPLENET  
IS CAPABLE OF  
MANAGING ALL  
THE COMPLEXI-  
TIES IN THIS  
KIND OF  
PROCESS.**



### 1. Reach:

With PeopleNet you can simultaneously launch a job offer through different channels from one single point. With just a click, double your reach.

### 2. Follow up:

PeopleNet is capable of managing all possible complexities emerging from a recruitment process and offer the right information for performing follow ups efficiently and in real time.

### 3. Effectiveness:

With PeopleNet, the recruitment and selection process is an all-in-one experience where everything is interrelated, and yet eliminating the noise often generated in the vast majority of this kind of process. Do away with coordination and time consuming efforts, as you will have

easy and consistent access to the right information needed in each stage.

### 4. Matching up:

The main objective is to make it easier to identify the most suitable candidates with the least effort. Use a variety of filters to decide what kind of candidate to integrate into your database.

### 4. Informative:

PeopleNet ensures that all players involved in the recruitment process will have the all the information at their fingertips.

Decision-making for filling a vacancy, or extracting the list of positions per work unit, salary costs and budgets could not be easier with simple-to-generate information...



# MODULE /02

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## **EVALUATE**

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- + TRACKING
  - + EFFECTIVE AND CONSISTENT
  - + INFORMATIVE
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# Optimized evaluation.

PEOPLENET PLACES RIGHT AT YOUR FINGERTIPS THE CAPACITY FOR TACKLING ANY STANDARD EVALUATION PROCESS. THIS ALLOWS US TO MAKE THE MOST OF THE KEY FACTORS THAT TRANSFORM IT INTO AN ENTIRELY OPTIMIZED PROCESS. WE BELIEVE IT IS NECESSARY TO WALK IN DIFFERENT DIRECTIONS TOWARDS PERFORMANCE, TALENT, POTENTIAL....

### 1. Configuring processes:

All kinds of processes can be covered—all steered to best optimize the performance evaluation process.

### 2. Tracking:

Measuring the degree to which target objectives fixed in an evaluation process have been met.

### 3. Greater effectiveness:

The results can be reinforced and validated at different levels—from the employee under evaluation, the



evaluator through to the manager of the process.

### 4. Greater consistency:

PeopleNet allows managers to reinforce the evaluation with other opinions, if needed, from third parties who know the employee well. Generate a Gauss curve to find out how the evaluation results distribute and ensure that evaluations are fair.

### 5. Informative:

Managers will have all the information related to the performance evaluation processes right up front in graphs, reports and supporting emails.

**GRAPHS**  
GRAPHS AND  
REPORTS OFFER  
MANAGERS A  
GLOBAL VIEW FOR  
MORE EFFECTIVE  
DECISION MAKING.



global vision      competencies  
agility      evaluation  
automation      flexibility      potential  
tracking      top down  
consistency      follow up  
effectiveness      effectiveness

The myriad of opportunities the PeopleNet Performance Management solution covers.



# MODULE /03

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## ***TRAIN***

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+ FLEXIBILITY  
+ AGILITY  
+ PROGRESS

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MODULE /03  
TRAIN.

# Custom training.



PEOPLENET PLACES AT YOUR FINGERTIPS THE CAPACITY TO AUTOMATICALLY MANAGE DETECTION, PLANNING AND EXECUTION OF TRAINING ACTIONS. ENJOY THE BENEFITS OF THE AUTOMATED TRAINING ACTIONS, MAKING IT ALL THAT MUCH EASIER.

We at Meta4 we wanted to cover the different ways our clients manage their processes, be it:

- Either generating a training plan from a centralized department.
- Or gathering the information directly from their employees and managers themselves.

## 1. Flexibility:

We offer our clients the flexibility required for converting training management into a value-added process managed most efficiently from a process that merely generates administrative costs.

## 2. Agility:

The bottom line is to discover all the corporate training needs in "real time". To this end, PeopleNet guarantees the means for channelling the entire process swiftly and effectively through the employee portal (ESS/MSS).

## 3. Informative:

The only way to best facilitate budgetary control in the least possible time and in real time is to achieve proper administration of the training budget. All right up front, managers have access to all reports comparing and offering details on the total budget, what has already been spent, what has been allocated but still pending...

## 4. Automation:

PeopleNet automates all sorts of processes related to HR such as importing the training catalogue from Excel, managing the waiting lists, mass subscriptions and many more.

**DO YOU WANT TO DETECT THE TRAINING NEEDS OF YOUR EMPLOYEES AND MANAGE THE TRAINING PLAN MORE EFFECTIVELY?**

