

HR Pulse®

TECHNOLOGY WITH A PURPOSE

HR Pulse® is the core technology behind Pilat's suite of integrated Human Capital Management systems, delivering clients uncompromised, tailored solutions that support and drive their decision-making processes.

Introduction to HR Pulse®

HR Pulse® is a powerful Rapid Application Development toolkit used to design client-specific HR systems. It has a 20 year pedigree and is on its 8th major release. HR Pulse enables non-programmers within Pilat's implementation teams to build uniquely configured web-based HR applications rapidly and cost-effectively. HR Pulse products can be used independent of each other or integrated in any combination. A growing number of 'Powered by HR Pulse' branded modules are available including:

- Performance Pulse (Performance Management)
- Development Pulse (Development / Coaching Management)
- Succession Pulse (Succession Planning / Talent Management)
- Transition Pulse (Re-structuring, Mergers & Acquisitions)
- Compensation Pulse (Pay-For-Performance, Compensation Management)
- 360 Pulse (360 Multi-Rater Feedback / Employee Surveys)

HR Pulse® creates functionality and options rather than the client having to choose from predefined functionality and options.

Features & Flexibility

All HR Pulse-based solutions can be tailored to incorporate a client's unique brand identity. Specific features and functionality of individual products are described separately, but all share the following:

- In-House and Hosted Options
- HRIS Integration
- Extensive Security
- Highly-Scalable Platform
- Single Point Web Access
- Intuitive Data Entry (powerful validation options)
- Robust Reporting Engine & Ad-Hoc Reporting Tool
- Competency Management
- Multi-Lingual / Multi-Cultural Capability
- Role-Based Configuration
- Workflow Management

Benefits

Compared to Software-as-a-Service (SaaS) /off-the-shelf or other systems that use customization to meet client-specific needs, HR Pulse's unique architecture provides substantial benefits, offering the following:

- OPEN CONFIGURATION - client-specific functionality without many of the serious risks associated with customized raw code
- SYSTEM SUSTAINABILITY - easy addition and modification of functionality, often without the need to take the system down
- EXTREME FLEXIBILITY -can evolve to keep up with ever-changing demands and circumstances
- SCALABILITY - global infrastructure to support large volumes of mass users
- COMPATIBILITY - designed to work with all future releases, no matter the unique configuration.

Defining Your Process And System Needs

HR Pulse solutions are customized to fit your organization. Through our unique on-site Process and System Review and Specification (PASRAS) meeting, your process and system needs are explored and defined. The meeting ensures that we fully understand your needs, that your team has considered all improvement options and that all team members have a shared understanding of the goals and processes.

An HR process consultant and an HR Pulse technical consultant will take you through a detailed review of all aspects of:

- your processes, including content, timing, workflow, participation, accountability, training, communication, etc.
- the data that is currently held and new data that will be collected security, including who can view, change, approve, extract, report and interrogate each field.

Clients have often expressed the view that this is the most challenging meeting they have attended, but the one from which they receive the most learning and stimulation.

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