

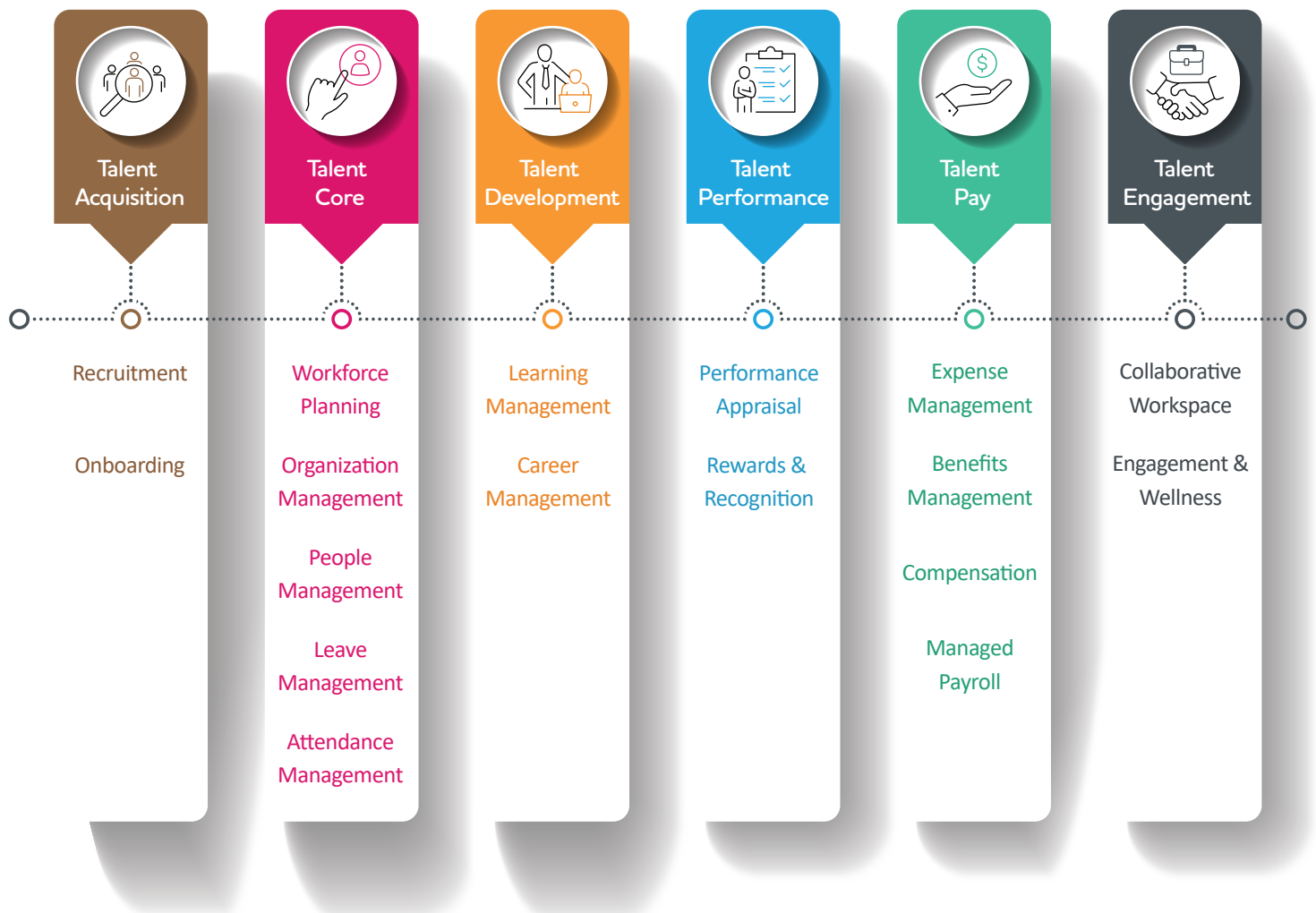
tcs Chroma™

Sail through the HR complexities

TCS's cloud based hire to retire
workforce management solution



CHROMA™ – A Snapshot



throughAI Talent – Insights for CHRO

Step into the future of HR management with throughAI, our AI enabled Talent-as-a-Service platform offers precise talent insights driven by TCS' advanced AI/ML framework. Leveraging prebuilt models, organizations gain AI-generated predictions and recommendations to proactively address challenges, minimizing implementation costs and reducing timelines for AI and Machine Learning engagements. Designed for simplicity and minimal customer involvement, it empowers informed decision-making, and enhances downstream HR strategies..

- TCS AI/ML Framework
- Certified Data Scientists
- Self Service
- Secure Ecosystem
- Prebuilt Models



Talent Acquisition

CHROMA™ Talent Acquisition streamlines Recruitment and Onboarding with a dedicated career portal, offering an enhanced experience for candidates, recruiters, hiring managers and third-party vendors. It includes intelligent job recommendations, talent matching, digital offers, seamless transition, and access to third-party vendors for sourcing and verification.



Recruitment



Onboarding

Benefits

- Reduce time to hire with process automation
- Increased process compliance and candidate assessments through pre-interview assessment, multi-round interview scheduling, and feedback capture
- Faster transition from Candidate to Employee with integrated onboarding
- Reduced turnover by ensuring better initial fit for employees' rights

Talent Development

CHROMA™ Talent Development facilitates collaborative learning and competency-building initiatives, nurturing a strong leadership pipeline. It empowers employees to improve skills for short-term goals and long-term career growth through personalized courses. Career Management supports growth aspirations with tailored development plans, while Succession Planning identifies and recommends potential leaders for key positions, ensuring smooth business continuity.



Learning Management



Career Management

Benefits

- Personalized learning recommendation
- Anytime, anywhere learning
- Align learning objectives to corporate strategies
- Enhanced internal mobility
- Improved organizational agility

Talent Core

CHROMA™ Talent Core facilitates efficient, future-ready organization with Workforce Planning and budgeting, leveraging cognitive intelligence for headcount forecasting. Organization and People Management ensures streamlining of complex organizational structure and reporting hierarchies, along with managing employee lifecycle events. Leave and Attendance Management ensures real-time attendance processing along with geo-fencing and geo-tagging and offers comprehensive leave rules configurability to address any organization-specific needs with seamless integration with the payroll system.



Workforce Planning



Attendance Management



Organization Management



People Management



Leave Management

Benefits

- Improves efficiency, effectiveness and productivity by matching employees with the right skills to the job
- Intelligent workforce planning
- Offers a comprehensive view of employee work calendar with shift details, leaves and rest days
- Eliminates manual follow-ups for approvals and routing of documents
- Simplifies complex organization hierarchies and reporting structures
- Facilitates budgeting supporting organisation growth, changes, and M&As
- Ensures data integrity
- Enhance employee experience
- Automates paper-intensive and time-consuming employee life cycle processes
- Facilitates insight-based decision making with comprehensive reports and dashboards
- Reduces paperwork, saves time, and offers customization options
- Provides accurate leave balances and leave trends information
- Ensures compliance with company leave policies through inherent rules

Talent Performance

CHROMA™ Talent Performance offers a simplified and transparent Performance Appraisal system with agile goal-setting, continuous coaching and feedback, performance check-ins, 360-degree feedback, and flexible multi-level evaluations linked to employee compensation. Rewarding and recognizing employees' contributions strengthens relationships fostering motivation through peer-to-peer and team recognition.



Performance Appraisal

Benefits

- Anytime, anywhere access
- Ease of operations
- Upskilling, cross skilling facilitating employee sustainability



Rewards & Recognition

- Promote employee happiness and foster a culture of self-improvement
- Cultivate a positive work culture through appreciation of good practices
- Improve alignment with pay-for-performance practices through rating driven increment computations

Talent Engagement

CHROMA™ Talent Engagement enhances teamwork and boosts business value with top-notch collaboration tools. The Collaborative Workspace encourages social interaction through forums, communities, polls, and chats. Engagement and Wellness programs prioritize employee well-being with challenges, events, and health management, fostering a culture of connectivity.



Collaborative workforce

Benefits

- Encourage self-development, social-learning and discovery with a collaborative social platform
- Empower employees by intelligent collaboration
- Enhance team cohesiveness and inter-personnel relationships



Engagement and wellness

- Enhance employee health and wellness experience
- Simplified appointment booking process
- Mitigate risks while ensuring business continuity with hybrid workforce
- Elevated employee morale and belongingness

Talent Pay

CHROMA™ Talent Pay streamline claims processing with a uniform approval process aligned with organization policies. Its AI-driven claims outlier detection speeds up disbursement and saves verification time. Benefit Management attracts and retains top talent with tangible benefits, setting organizations apart from competitors. Compensation Management enables planning, control, and distribution of compensation by benchmarking against market data for competitiveness and equity.



Expense Management



Benefits Management



Payroll Management



Compensation

Benefits

- Ensures consistent organization policy for employee expense reimbursements
 - Rapid claims submission
 - Track budget utilization in real time
-
- Uniform organization policy for employee expense reimbursements
 - Simple and quick claims submission
 - Effective mix of monetary and non-monetary rewards
-
- Achieve faster business benefits and improved ROI
 - Single point of accountability
 - Multi-directional benchmarking against salary survey insights
-
- Better planning and control of expenses by ensuring that compensation is within budget

Leading Indian Non-Banking Financial Company unifies HR solution



Business Challenges

Leading Indian Non-Banking Financial Company pursued a unified solution to streamline HR and talent functions by addressing the following challenges.

- Legacy systems have limited self-service capabilities
- Absence of an integrated and digitalized cloud-based solution
- Non-availability of timely and accurate information due to disparate systems managed by different vendors



TCS Solution

Leading Indian Non-Banking Financial Company selected CHROMA™, TCS' cloud-based HR and talent management solution for unifying and digitizing end-to-end processes on a unified platform.

- Enterprise-wide visibility with a modular & scalable solution
- Enhanced decision-making with embedded reporting
- Facilitating regular check-ins between employee & manager
- Achieve seamless integration with other systems
- Ensure superior employee experience with self-service tools
- Provides data-driven insights for both leadership & employees

Unified and digitalized processes

Boosted employee productivity



Business Benefits

Elevated employee experience

Single point of accountability

Swift turnaround time

Quick implementation of sister group company



We have unified and digitized HCM processes on cloud with TCS CHROMA™

Chief of Human Resources & Administration



Business Need

Leading shipping house offering end-to-end shipping logistics expertise connected to more than 600 ports in 120 countries worldwide, sought a system to tackle HR challenges and allow HR personnel to focus more on strategic business pursuits.

- Manual HR processes
- Diverse business verticals
- Lack of business self-service tools

Business Benefits

- Derive actionable insights
- Promote employee well-being
- Elevate employee experience
- Make informed decisions

Leading Logistics and Supply Chain Firm Digitizes HR Processes

TCS Solution

Leading Logistics & Supply Chain Company implemented CHROMA™ Talent Management solution on the cloud, to standardize, automate and consolidate its HR processes across all group companies.



Personalized learning recommendations help employees advance their skills and competencies



Self-service and mobile-enabled leave and attendance system along with continuous feedback empowers employees



Transparent Performance Appraisal system enables employees to maximize their performance



The health management feature helps HR to keep an up-to-date record of employee health



Reports, automated reminders, notifications, and bulk uploads make it easier for HR to use data and improve overall employee experience

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With Chroma™, we were able to digitize and consolidate our talent management processes thereby improving overall employee experience

Head of Human Resource

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About CHROMA™

CHROMA™ is a cloud-based hire-to-retire talent management platform addressing core and strategic talent needs of organizations, serving multiple domains for more than two decades. Through its Modular offerings CHROMA™ aims to automate the complete talent lifecycle, integrate intelligent insights, enhance employee experience, promote workforce well-being and optimize productivity, ultimately contributing to the organization's goals.

Why CHROMA™?

- Streamline HR Function
- Intelligently automate business processes
- Encourage employees to be engaged and productive
- Encourages a collaborative work culture
- Cultivates a strong sense of career progression
- Efficiently nurtures talent by closing skill gaps
- Engages employees with next-gen, people-centric experiences
- Foster a learning culture and align individual ambitions with the organization

About Tata Consultancy Services Ltd (TCS)

Tata Consultancy Services is a purpose-led transformation partner to many of the world's largest businesses. For more than 50 years, it has been collaborating with clients and communities to build a greater future through innovation and collective knowledge. TCS offers an integrated portfolio of cognitive powered business, technology, and engineering services and solutions. The company's 469,000 consultants in 46 countries help empower individuals, enterprises, and societies to build on belief.

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Key Contacts

TCS CHROMA™

platform.solutions@tcs.com

CHROMA™ Sales SPOCs

- Rhitwik Singh rhitwik.singh@tcs.com
- Madhura Kulkarni madhura.k1@tcs.com

Scan and connect:



Contact:

visit the products & platforms page on www.tcs.com

Email: platform.solutions@tcs.com



40+

Customers



1Mn+

Users



10+

Industry Verticals



95%

CSI



17

Modules



50+

Innovations