CHROMA™ Talent Management

Platform Solutions

CHROMA™

Business 4.0™ is TCS' thought leadership framework to help customers leverage transformative digital technologies to harness abundance of talent, capital, and capabilities. Talent Management in Business 4.0 world can be re-imagined as the one that enables Human Resource (HR) to be invisibly embedded in the enterprise, focuses on harnessing talent and actively builds progressive organizational culture while intelligently empowering the employees. Organizations need to embrace this new paradigm in order to participate in the next wave of HR transformation.

CHROMA™, TCS' cloud solution for Talent Management, helps enterprises rapidly adopt HR best practices, foster collaboration and effectively nurture talent with intelligent hiring, seamless on-boarding, continuous feedback driven performance, anytime anywhere learning, flexible compensation, simplified claims management and effective leadership development.

Our customers benefit by having much higher levels of motivated and engaged employees, thereby helping them continuously achieve their business goals and realize their potential.

Overview

Technology breakthroughs revolutionize industry processes and the way businesses work and serve the customers. Business 4.0, TCS' thought leadership framework, maps the digital technologies of the Fourth Industrial Revolution to their business implications and helps companies reimagine the way they create value. With our Business 4.0 solutions, enterprises become agile, intelligent, and automated on the cloud.

In the context of Talent Management, today's organizations need to embrace the shift in mindset from talent hunting to harnessing. This new age of agile HR function brings a different set of opportunities for the leaders along with the stakeholder expectations. Organizations can capitalize on this new paradigm, talent 4.0, by orchestrating a highly cohesive HR function to drive greater level of employee engagement while leveraging potential across the enterprise.

Our Solution

CHROMA™ is TCS' talent management offering for the increasingly vibrant, diverse, and highly mobile workforce. It enables today's enterprises to realize intelligent empowerment and up-skilling that is sustained by a progressive organizational culture. It orchestrates a highly collaborative and connected future of work, thus helping organizations to reimagine the way they create value.

Intelligent hiring: Leveraging modern technology in each step of recruitment is the new industry norm for right talent to be hired. CHROMA provides a dynamic and effective end-to-end talent acquisition solution through integral features like intelligent job recommendations to candidates, auto-suggest candidates by matching them to job requisition requirements, resume ranking, auto-shortlist candidates based on pre-assessment, and auto-recommendations of frequently used job requisitions to the hiring manager and recruiters to simplify day-today activities.

Seamless on-boarding: With newer technologies in place, organizations today can ensure improvement in day-one

productivity of new joiners. CHROMA is well-equipped to drive seamless on-boarding through pre and post-joining forms, checklists, statutory documents, pre and post-employment screening, asset allocation, and new hire surveys to assess onboarding experience.

Aligned performance goals: With access to right tools, performance appraisal process is becoming transparent and closely aligned to organizational needs. CHROMA™ addresses the performance management needs through role-based appraisal, continuous feedback, goal sharing and cascading, cross-functional appraisal, check-ins management, and performance coaching.

Accelerated learning: Organizations today focus on achieving employee engagement and growth through self-learning enablement. CHROMA provides a platform for accelerated learning through recommendations to individual needs, learning points and badges for employee engagement, and a comprehensive end-to-end learning management solution.

Insight-based leadership planning: Most organizations today understand the power of identification and prioritization of resources by leadership based on relevant insights. CHROMA is a bridging tool that can help achieve insight-based leadership planning through succession framework, intelligent position analysis, and conscious development of identified leaders.

Agile & cohesive social collaboration: As the Human Capital Management (HCM) needs shift towards employee-centric & experience-driven solutions, organizations are looking at "Social Collaboration" as one of the key capabilities to enable instant information exchange, and deeper collaboration among diverse & increasingly virtual teams. With its next-generation social collaboration capabilities, CHROMA Spectrum helps create a sphere of influence to leverage organization-wide potential in real time. Its key features include - influence factor (iFactor), CXO's corner, social recognition, communities and chat, discussion forums, events, and opinion polls among others. CHROMA Spectrum helps organizations harness talent by nurturing highly cohesive teams to drive greater business value.

CHROMA™

Talent Aquisition	Talent Core	Talent Development	Talent Performance	Talent Pay

Invisible HR | Collaborative Work Culture | Harness Talent

talent 4.0

Benefits

While CHROMA™ is well equipped with its unique set of features in each of the HR functional areas to transform the workplace experience and drive future of work, organizations can achieve the following benefits in the transformation process.

Agile HR practices: With a well-defined, innovative, and speedy way of organizing the HR function, CHROMA™ assists the organizations to be responsive, adaptive, and flexible in addressing the fluctuation in workforce and their requirements.

Collaborative work culture: CHROMA™ aids in creating a supportive environment that is inclusive and engaging where organization can realize its potential with highly efficient teams.

Nurture talent: CHROMA™ contributes towards creating a learning culture, aligning the ambitions of individuals and organization, thus inspiring the long-term commitment and optimum performance at an individual level.

Greater levels of employee engagement: With pre-built mechanism to provide feedbacks at right time and open and transparent surveys to measure employee engagement, CHROMA™ can help organizations to achieve greater employee satisfaction.

Potential tapping across the enterprise: CHROMA™ nourishes the organization's decisions through its built-in reports and employee-centric functions like career movements and succession planning, thereby leveraging the potential across the organization.

The TCS Advantage

Our deep understanding of HR functions, focused global shared services, and extensive technology expertise make TCS the ideal partner for enterprises. With our platform, they gain from:

A Single Point of Accountability: We provide comprehensive, global platforms, which help simplify governance through a single point of accountability for infrastructure, information technology, and business process management.

Global Shared Services Enablement: TCS' unique delivery leverages our diverse technical, language, and domain-specific capabilities to enable shared services faster and in compliance with local regulatory requirements and cultural preferences.

Flexible Solution Delivery Options: We offer Software-as-a-service (SaaS) and Business-process-as-a-service (BPaaS) delivery models, depending on business requirements and priorities.

Domain Expertise: TCS' investments, in expanding and enhancing the functional footprint of its solutions, ensure that we meet organizations' dynamic needs. We leverage our technology, domain, and people management expertise to adhere to industry leading practices.

Awards & Recognition

To know more

Visit the **Products & Platforms** page on **tcs.com**
Email: **platform.solutions@tcs.com**

About Tata Consultancy Services Ltd (TCS)

Tata Consultancy Services is an IT services, consulting and business solutions organization that delivers real results to global business, ensuring a level of certainty no other firm can match. TCS offers a consulting-led, integrated portfolio of IT and IT-enabled infrastructure, engineering and assurance services. This is delivered through its unique Global Network Delivery Model™, recognized as the benchmark of excellence in software development. A part of the Tata Group, India's largest industrial conglomerate, TCS has a global footprint and is listed on the National Stock Exchange and Bombay Stock Exchange in India.

For more information, visit us at **www.tcs.com**

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