tcs CHROMA™

CHROMA™ Talent Management

Platform Solutions

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

CHROMA™ is TCS' cloud-based Talent Management solution for the increasingly vibrant, diverse, and highly mobile workforce. CHROMA™ brings in next-generation employee experience by enabling enterprises to rapidly adopt HR best practices, foster collaboration, effectively manage talent through intelligent forecasting for future staffing needs, intelligent hiring, seamless onboarding, continuous feedback-driven performance, anytime anywhere learning, flexible compensation, simplified claims management and effective leadership development. CHROMA™'s cognitive intelligence and machine learning models aim to enhance employee experience through personalized learning and tailored career recommendations. It augments better decision making by reducing bias in the promotion process, proactively identifying attrition risks to trigger retention plans and determining employee sentiments on social platforms.

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

Overview

Technology breakthroughs revolutionize industry processes, and the way businesses work and serve their 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 can 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 talent harnessing. This new age of agile HR function brings a different set of opportunities for 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 a greater level of employee engagement while leveraging potential across the enterprise.
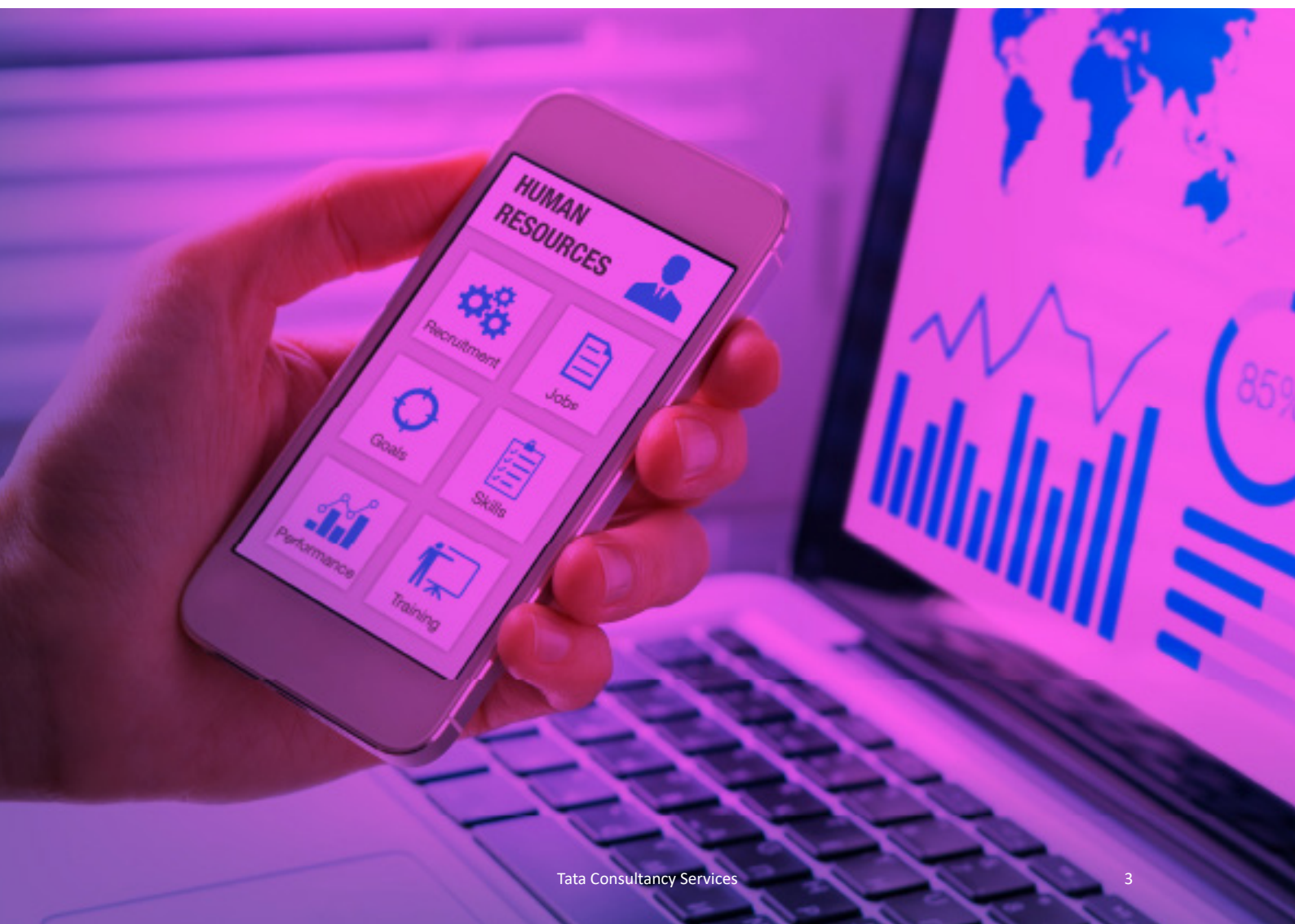
Solution

TCS CHROMA™ is a cloud-based, AI-driven talent experience solution addressing core and strategic talent needs of organizations. The solution automates end-to-end lifecycle management of talent with embedded intelligent insights, enhances human experience, promotes workforce well-being and maximizes their productivity to enable a high-performing organization.

Faster transition from a candidate to an employee: CHROMA™ Talent Acquisition enables a dynamic, effective end-to-end Recruitment and Onboarding process along with a dedicated career portal. It ensures enhanced experience for candidates, recruiters, hiring managers and third-party vendors through intelligent job recommendations, multi-channel sourcing, multi-resume parsing, talent matching for the best- fit candidates, digital offers with acceptance and revisions, seamless transition from candidates to employees and access to third-party vendors for sourcing candidates through recruitment agencies, background verification and medical checks.

Manage workforce efficiently: CHROMA™ Talent Core enables an efficient, future-ready organization with Workforce Planning and budgeting helping to plan talent needs with cognitive intelligence-driven headcount forecasting. Organization and People Management ensures the streamlining of complex organizational structures, reporting hierarchies, robust management of employee lifecycle events and centralized employee document repository on Digibox. Its cognitive intelligence-based attrition prediction feature provides an intelligent and proactive solution to detect attrition risk based on historical employee

attributes and enables a proactive retention plan. Leave and Attendance Management ensures real-time attendance processing by seamlessly integrating with multiple time devices 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.

Align and develop talent: CHROMA™ Talent Development enables multichannel competency and collaborative learning programs to develop a sustainable leadership pipeline, helps employees to advance their skills and competencies in both their short-term and long-term careers. Cognitive intelligence-based learning recommendations provide personalized learning courses and assessment of learning journeys amongst close learner groups for all employees across the organization. Career Management addresses employee aspirations of growth within organizations through personalized development plans and track their progression. Succession Planning builds future leaders by intelligently recommending potential successors for key positions, identifying the best-fit through the 9-box grid, thereby ensuring business continuity.

Plan, monitor and evaluate with ease: CHROMA™ Talent Performance facilitates a simplified and transparent Performance Appraisal system driven by agile goal-setting, continuous coaching and feedback, performance check-ins, 360-degree feedback capturing of ongoing development needs, and flexible multi-level evaluations linked to employee compensation. Rewarding and recognizing employees for their contribution creates stronger relationships which in turn, spurs motivation through peer-to-peer and team recognition.

Connect, collaborate, and manage employee well-being: CHROMA™ Talent Engagement empowers organizations to harness talent by nurturing highly cohesive teams, driving greater business value and empowering employees with best-in-class collaboration features. Collaborative Workspace offers key engagement features like discussion forums, communities, CxO corner, opinion polls, and chat to foster a culture of social relationship and creating a sphere of influence within the organization. Engagement and Wellness focuses on building a culture of employee well-being. Employees can participate in challenges that help them achieve their wellness goals, and foster social connectedness through team and organizational events. Health management proactively tracks employee health risks and enables employees to avail related benefits. It empowers employees with a platform to seek expert advice through consultation, raise any employee concern and helps set up a safe and secure workplace.

Simplified reimbursements and flexible compensation: CHROMA™ Talent Pay ensures streamlined and accelerated claims processing with a built-in approval process driving uniform organization policy and eligibility for employees. The AI-driven claims outlier is an intelligent and fast solution to detect exceptional claims and making the disbursement process faster, and saving claims verification time. Benefit Management ensures to attract and retain the best talent through tangible benefits which helps organizations differentiate their business from competitors. Compensation Management allows organizations to plan, control and distribute compensation by benchmarking against market data to remain competitive, appropriate, and equitable.

Seamless, integrated payroll solution: CHROMA™ Managed Payroll Services enables touchless payroll system with integrated managed payroll services encompassing the payroll setup, pre-payroll process, payroll processing, post-payroll activities and payroll-related compliances.

Tata Consultancy Services

CHROMA™

Talent Acquisition | Talent Core | Talent Development | Talent Performance | Talent Pay | Talent Engagement

Invisible HR | Collaborative work culture | Harness talent

Talent 4.0

Benefits

CHROMA™ is well-equipped with its unique set of features in each functional area of HR to transform the workplace experience and drive future of work, enabling organizations to 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 organizations to be responsive, adaptive, and flexible in addressing the fluctuation in workforce.

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

- **Nurture talent:** CHROMA™ contributes towards creating a learning culture and 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 a pre-built mechanism to provide feedbacks at the right time, and open and transparent surveys to measure employee engagement, CHROMA™ can help organizations to achieve greater employee satisfaction.

- **Tap potential across the enterprise:** CHROMA™ augments an organization's decisions through its built-in reports, and recommends strategic talent roadmaps through career movements and succession planning, thereby leveraging the potential across the organization.

- **Mobile-first:** With CHROMA™ mobility, employees have key information at their fingertips, catering to employees expectation of convenience and creating a digitally connected workforce, keeping them connected from anywhere, anytime.

- **Intelligent insights:** CHROMA™ empowers organizations with talent insights driven by TCS' cognitive intelligence and machine learning-based framework and pre-built models to augment informed people decisions, employee experience, and address organizational challenges. The models offer personalized learnings and career opportunities based on employee preferences, proactively identify attrition risks and promotions to make insightful organizational decisions and automate business processes by intelligently identifying outliers.

- **Talent experience:** CHROMA™ engages employees with next-gen, people-centric experience and provides a personalized and intuitive platform encouraging employees to be engaged and productive. It cultivates a strong sense of career progression, nurtures talent by efficiently closing skill gaps and encourages a collaborative work culture, thereby motivating employees to perform efficiently.

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, organizations can derive the following benefits:

- **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.

Think Talent, Think CHROMA™

Awards and accolades