

Session 4: Talent management – OpenSIS & OrangeHRM



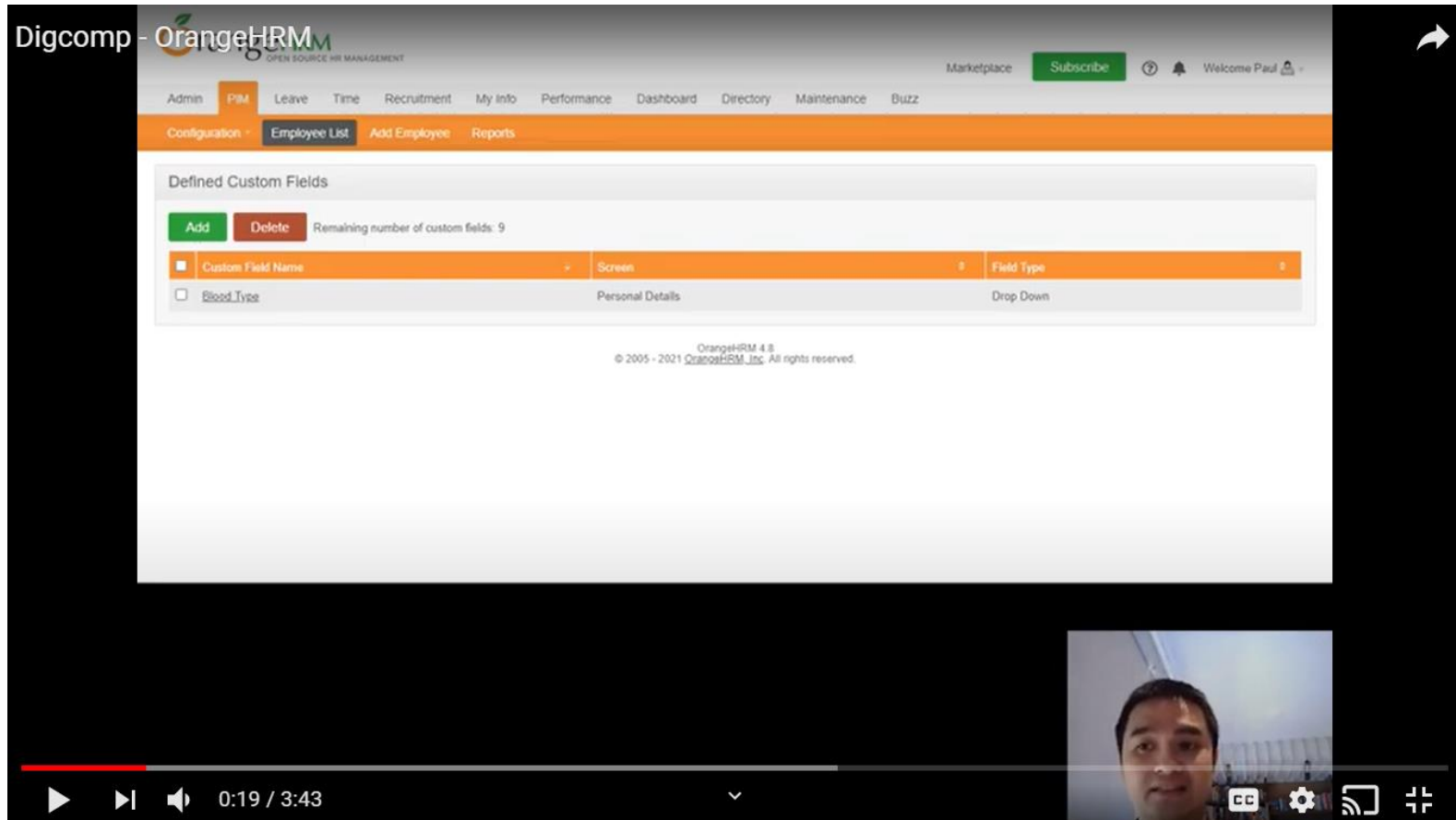
Talent Management Lifecycle



- 1 Our people, the "human capital" of the company define, deliver and enable our corporate strategy. The company's HR plan should enable the requirements of the company strategy
- 2 Attracting people to join the company is about our corporate reputation, the information that potential candidates hear about us, and can find out about us
- 3 Our recruitment process is to be free of bias, clearly signals our interest in diverse candidates; supports applications from diverse candidates, and defines expectations of recruitment
- 4 Onboarding is an opportunity for new joiners to understand expectations and to be aware of the support and opportunities available so that they can be completely themselves at work
- 5 Every learning & development programme is a D&I awareness opportunity. All L&D should have diverse candidates. Specific L&D available for all talent where appropriate
- 6 All staff are to be treated equitably. All staff benefits should be inclusive of all diversity aspects. Specific additional services may be required for specific groups
- 7 Work allocation and performance management of all staff should be consistent irrespective of diversity aspects. Succession planning, pay & performance should be monitored
- 8 Talent of all types should want to stay with the company. We should act upon feedback and use workplace inclusion programmes. We should learn from diverse staff exits, and avoid exits due to lack of inclusion

Digcomp – HRIS (OrangeHRM)

<https://www.youtube.com/watch?v=kTFXktGQP1w>



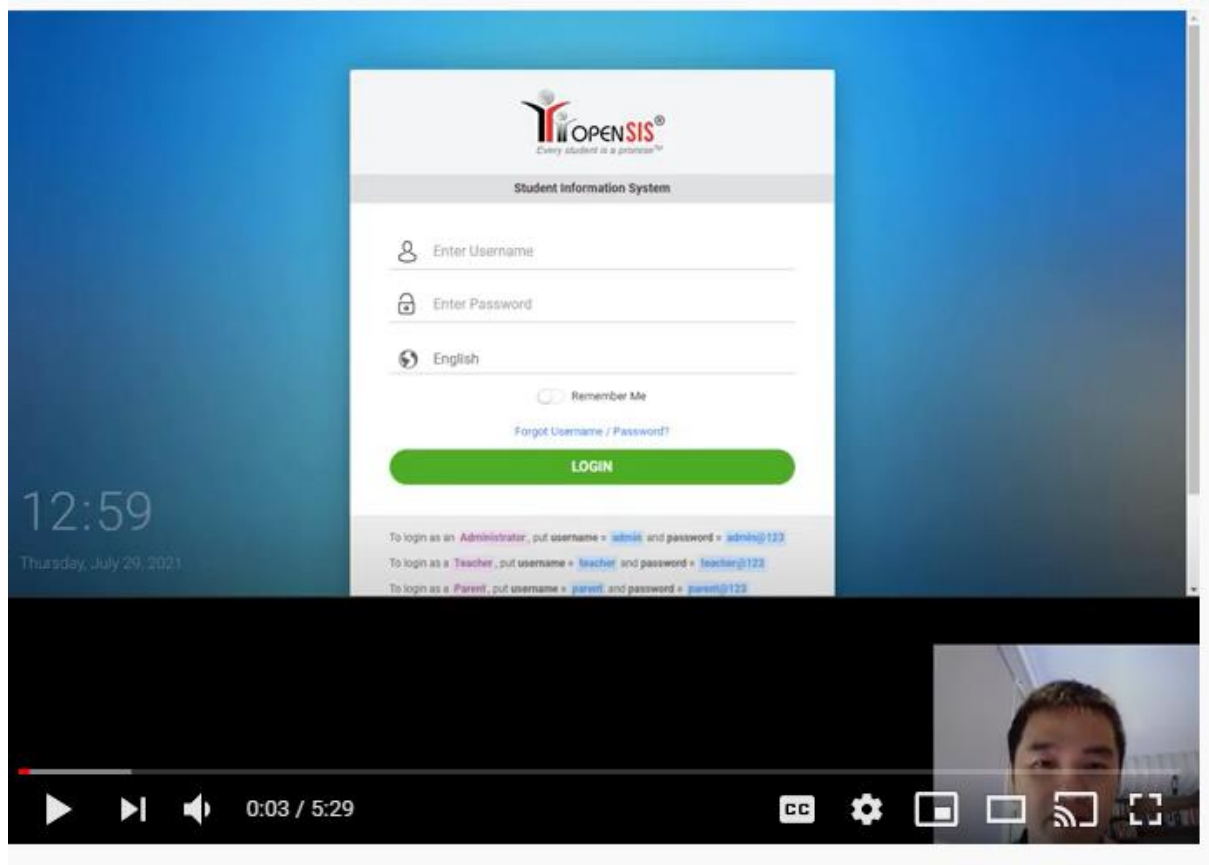
The screenshot displays the OrangeHRM web application interface. The top navigation bar includes 'Admin', 'PIM', 'Leave', 'Time', 'Recruitment', 'My info', 'Performance', 'Dashboard', 'Directory', 'Maintenance', and 'Buzz'. A secondary navigation bar shows 'Configuration', 'Employee List', 'Add Employee', and 'Reports'. The main content area is titled 'Defined Custom Fields' and features an 'Add' button, a 'Delete' button, and the text 'Remaining number of custom fields: 9'. Below this is a table with the following structure:

Custom Field Name	Screen	Field Type
<input type="checkbox"/> Blood_Type	Personal Details	Drop Down

At the bottom of the page, there is a copyright notice: 'OrangeHRM 4.8 © 2005 - 2021 OrangeHRM, Inc. All rights reserved.' The video player interface at the bottom shows a progress bar at 0:19 / 3:43, a play button, a volume icon, a settings icon, a full screen icon, and a share icon. A small video thumbnail of a person is visible in the bottom right corner of the player.

Digcomp – SIS (OpenSIS)

- <https://www.youtube.com/watch?v=muQLDMN0O8Y>



The image shows a screenshot of a YouTube video displaying the OpenSIS login interface. The interface is titled "Student Information System" and features the OpenSIS logo at the top. Below the logo, there are three input fields: "Enter Username", "Enter Password", and "English". A "Remember Me" checkbox is located below the password field, and a "Forgot Username / Password?" link is positioned above the "LOGIN" button. The "LOGIN" button is a prominent green rounded rectangle. At the bottom of the login form, there are three lines of text providing login credentials for different roles: "To login as an Administrator, put username = admin and password = admin@123", "To login as a Teacher, put username = teacher and password = teacher@123", and "To login as a Parent, put username = parent and password = parent@123". The video player interface includes a timestamp of 12:59, the date Thursday, July 29, 2021, and a progress bar showing 0:03 / 5:29. A small video thumbnail of the presenter is visible in the bottom right corner of the player.

Activity

- Try to encode both (probably after this session)

There are demo systems for both OrangeHRM / OpenSIS available online for you to try

- OrangeHRM – <https://bit.ly/gain-digcomp4>
- OpenSIS – <https://bit.ly/gain-digcomp5>