LEARNING AND DEVELOPMENT

The Learning and Development module enables employees to enhance their skills with the help of personalized upskilling and reskilling programs. The primary benefits include:

- Creation of a cohesive and dedicated plan which incorporates developmental feedback
- Continuous upskilling throughout the year
- Multi-channel learning
- Personalized training and course recommendations

Process Flow

1. Create development action plan
2. Create milestones
3. Course Recommendation
4. Digital Academy - classroom, E-learn, V-learn
5. Feedback & Attendance
6. Rating
7. Learning Assessments
8. Restructuring based on feedback

Key Features

- Creation & Tracking of the Development Action Plan
- AI powered Learning Recommendation Engine
- Integration with content solution providers and existing LMS
- Feedback feature for the course content, logistics & instructors
- Attendance feature for classroom, virtual learning and discussion forums
- Rating for courses to be worked on by the L&D team
- Timely mobile assessments on the courses taken

KPIs improved

- 23% increase in upskilling
- 26% increase in match scores for internal position fulfillment
- 31% increase in learning index
Humané is an enterprise-grade solution to help organizations impact employee happiness by augmenting their current HR systems & processes with a digital-native platform that transforms the employee experience. Explore different Humané modules and discover how they can enable transformation for your enterprise today!

**Induction and Onboarding**
Ensures motivated new employees stay motivated
- Gamified and automated onboarding
- Networking and feedback
- Cross-Functional Collaboration
- Organization Assimilation

**Employee Connect and Pulse**
Collaboration engines to help employees stay connected and blur lines of hierarchy
- Engagement Platforms
- HR Connect with AI enabled query resolution
- Sentiment and trend analysis
- Integration with core HCM

**Career Advancement**
Centralized open-to-all view of talent and strengths
- Real time Dashboard view of the organization
- Cross-utilization and role rotation
- Succession mapping
- Push notifications

**Well Being**
Opt-in or create new employee wellness initiatives
- Globally connected digital networks
- Diversity and Inclusion initiatives
- Health and Wellness resources
- Real-time view of diversity metrics

**Talent Management**
Real-time view of open and upcoming job opportunities
- Holistic performance review
- Goal progress tracking
- AI enabled job recommendation engine
- Real-time view of open positions and applications

If you are interested in enabling employee experience transformation for your enterprise, Zensar is offering a free Discovery Workshop and a comprehensive demo of the Humané solution.

Reach out to your Zensar representative now!
You could also get in touch with us by writing to humane@zensar.com