



## CAREER MANAGER //

**Aurion Career Manager enables you to develop and protect your investment in the talent of your people. Competency-based and online skill-matching tools make it easy to find the right person for the job, identify skill gaps and recommend learning activities. Training needs analysis and career planning ensures your learning program aligns with business priorities. You design succession and career plans and Aurion monitors progress towards agreed development plans.**

You design online 'surveys' to set and monitor goals, create development plans and measure performance. Managers rate staff according to agreed performance criteria and identify groups requiring specific attention. Aurion supports flexible performance ratings and automatically calculates any associated performance payments. You can assess if proposed payments are within budget guidance.

Aurion Career Manager is integrated with Learning and links learning activities to competencies.

### **BENEFITS //**

#### **Skill matching**

Aurion's Skill Bank defines the skills, competencies or KPIs required for a job or a job type. Online analysis enables you to quickly identify skill gaps and learning

needs and prepare suitable development programs. You can also use online skills matching to find the right people for a job or project using various selection criteria.

#### **Career and succession planning**

You prepare and monitor development plans for employees to ensure the business has the skills it needs to grow and change into the future. Employees can assess what skills are required for jobs they do or aspire to and work with their manager to prepare a development plan.

#### **Assess Performance**

With Career Manager you build your own web-based performance assessment forms. Assessments can be collaborative with the manager and employee completing sections of the assessment and exchanging comments. You design the questions, define the answers

and apply weightings so Aurion can score the assessment. Linking a competency to a question means Aurion can update an employee's skill bank based on answers to their performance assessment.

#### **Reward Performance**

Career Manager enables you to model the cost of a performance review. Aurion scores an assessment and calculates the amount for a performance payment. You export the raw data to calculate the total cost of one-off performance payments and salary increases. If these exceed budget guidance you can vary the results or outcome and Aurion will recompute each assessment. Once the assessment process is finalised Aurion pays bonuses and transfers the new package value to the Salary and Benefits module.



## KEY FEATURES //

### Match and develop skills

- + Maintain skill bank
- + Identify skills for each job or job type and match to staff
- + Identify learning needs by person, job, organisation and other criteria
- + Identify development activities to meet learning needs
- + Maintain a history of a person's development plans
- + Prompt nomination when a learning need is identified

### Career and succession planning

- + Identify career paths and options
- + Prepare and monitor development plan for chosen career path

### Assess performance

- + Design online performance assessment forms
- + Supervisors and employees collaborate to complete assessment
- + Compute score and result
- + Assess sensitivity of scores to weightings and assessor preferences
- + Maintain assessment history

### Reward performance

- + Calculate the value of a performance payment using the assessment result
- + Model impact of changing reward criteria – Pay bonus or update package details.

## CONTACT US TODAY //

Interested? For more information  
email [sales@aurion.com.au](mailto:sales@aurion.com.au)  
or call **1300 287 466**

With a 30 year heritage in payroll and HRIS software solutions, Aurion is the trusted partner of hundreds of organisations and government agencies. Put simply, Aurion designs and deploys the best people and payroll software that makes work life easy.

