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For General Release

Information Services International-Dentsu, Ltd.

## **ISID Enhances Talent Management Function of Integrated HCM Package “POSITIVE”**

### *Release of Talent Search Function Facilitating Flexible Search of Corporate Human Resource Information*

Information Services International-Dentsu, Ltd. (Head office: Minato-ku, Tokyo; President & CEO: Setsuo Kamai; “ISID”) launched the provision of the latest version of its integrated Human Capital Management (HCM) package POSITIVE (Ver.6.2). This latest version further enhances talent management functions supporting the use of Japanese corporate global human resources with functions including a Talent Search function enabling human resource information to be searched flexibly and visually across an organization, as well as a Personnel Management function supporting appropriate personnel planning activities.

### **System Overview**

#### **(1) Talent Search Function Facilitating Flexible and Visual Searching of Human Resources across Organizations**

The newly implemented Talent Search function facilitates the flexible searching of human resources to identify the required personnel from vast human resource information according to various search categories and conditions using a screen design that is visually easy to understand and user friendly. For example, searches can be conducted that not only find personnel who are a perfect fit for required conditions, but also information on personnel who are a close match depending on weighted search conditions. In addition, specific employees are designated as “model employees,” enabling the identification, comparison and display of employees with skills and work histories similar to model employees.

#### **(2) Personnel Management Function Supporting Appropriate Personnel Planning Activities**

This latest version is equipped with a Personnel Management function that records information required for the formulation of corporate personnel planning and facilitates unified management. Real-time comparisons of planning data and the latest performance numbers are made possible through coordination with human resource and payroll data stored in POSITIVE, enabling simulations to be run that estimate future labor costs and personnel numbers according to position, level or other detailed units.

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