



# Optimize Talent Decisions with *Resource* *Management*

**A 1500 strong IT company, part of a larger global organization, implemented Workrig TalentOptimize, across the company, for their Resource Management needs.**

*A Global IT Company*

To successfully manage projects in a services organization, balancing between Time, Scope & Budget is the key to success. Effective forecasting, planning & tracking the three pillars of the Project are extremely crucial.

All processes in a typical services setup are closely knit together. A small deviation in planning at one process has an impact on the activities of other modules and processes.

From Hiring a talented Workforce on time to Managing this workforce with minimum efforts, Digitalization paves the way to success. The gap between required Skills demand and available Skills supply can be bridged through various Learning & Development initiatives.

Revenue generation activities in the services industry are based on Actual Efforts spent, which can be captured and tracked through integrated tools like Timesheets. These can then be tied together with processes like Project Billing, Project Cost Analytics & Project Profitability. Resource Load, Resource Engagement & Work allocation can be used to measure Employee output and recognizing high performers. Rewards & Recognitions have a direct impact on Employee Engagement.



## Talent

- Ensure Optimum Talent Utilization
- Identify Best Fit for an Opportunity
- Manage Demand & Supply through Intelligent People Analytics



## Projects

- Talent Alignment based on Availability & Performance
- Enhance productivity by aligning best fit
- Manage skill gap by learning interventions



## Revenue

- Eliminate revenue loss by talent fulfillment
- Eliminate revenue leakages due to tenure creep
- Optimize Talent pool by engaging talent
- Improve Billed Utilization



## Product Capabilities

### CAPACITY PLANNING

- Facilitates Resource sharing across Projects
- Gantt Chart view of Resource Availability
- Faster fulfilment of high priority Resource Requisitions

### RESOURCE SCHEDULING

- 360 degree view of Resources on one screen
- Expedites the Source v/s Hire decision
- Clear visibility across Requisition, Resource Allocation, Recruitment cycle – Transparent view of Resource allocation process
- Resource Availability view optimizes Resource utilization by minimizing transition duration

### RESOURCE UTILIZATION

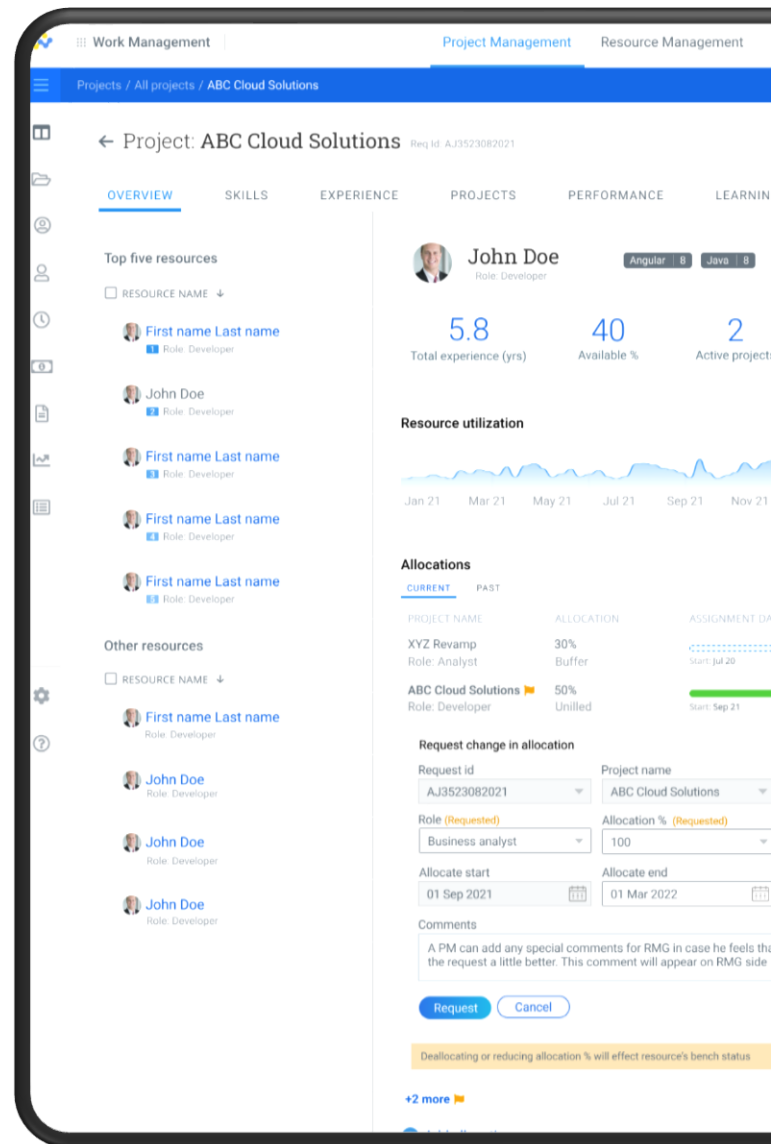
- Facilitates the optimum utilization of Resources available within the organization.
- Visibility of Project Release dates, to minimize Transition time
- Helps formulate the Hire v/s Train strategy

### FITMENT ANALYSIS

- Search for Resources with desired Skills, Experience, Designation from entire Workforce
- Skills Matrix, Skills available v/s Skills required analysis

### INTEGRATIONS

- Integrated talent acquisition
- Integrated project management
- Integrated learning & development



Join the growing family of People and Talent focused organizations by utilizing Workrig for their business growth!

## More Information

To learn more about Workrig leaders, solutions, services, and the industries we serve, visit [workrig.com](https://workrig.com). For more information about resource management solutions visit <https://workrig.com/resource-management/>

