visual SOLUTIONS

*flex*HR®

Elevating, Innovating and Redefining Human Capital Management

*flex*HR®

Visual Solutions specialises in developing and implementing its leading Human Capital Management system, *flex*HR®. We work closely with our customers to form strong relationships with them, helping us to ensure *flex*HR® meets all your management needs.

With almost 30 years of experience creating solutions, we have a growing community of partner companies, who help make our solution as efficient as possible.

We are committed to creating and delivering an elevated system for the complete range of human capital management processes.

More than 90% of our highly skilled workforce designs, engineers, and delivers *flex*HR®, enabling us to provide our customers with expert support.

We know that everyone's needs will be different so we make sure that you can personalise your reports and analytics. *flex*HR® is secured to protect your human resources when expanding to other third party systems and content providers.

A high-level overview of *flex*HR®'s offering

5+
Countries Localization

10+
Industries

1000+
Clients

600,000+
Employees Using Our System

Manpower is the weakest of the 5 M's in management in most business management systems. *flex***HR**® tackles this problem by helping you to raise your workforce performance and transform it into a competitive strength. We have a proven track record of cutting across diverse industries, and empowering human capital management at both the all levels.

Multi-Nation Localization

*flex***HR**®'s localization enhance HR productivity efficiency into another new level with centralized platform and provide you a great advantage to deployed coverage across Malaysia, Indonesia, Philippines, Singapore, and Thailand.

Multiple Languages

*flex***HR**® multilingual function enable you to significantly enrich employee engagement by accommodating on various variations such as currency, language, and data formatting.
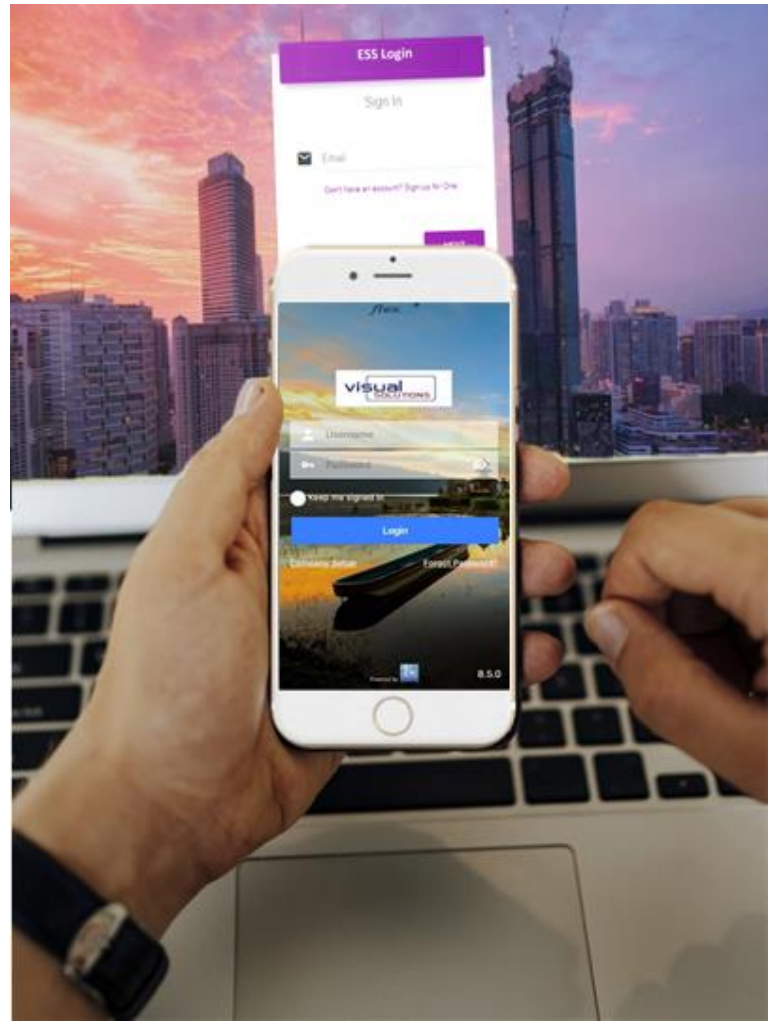

Integrated Scalability

Provide you with scalable, comprehensive HR modules that consolidate data management and improve control and organisation across your company. *flex***HR**® streamlines HR processes to simplify and automate data entry.

GET *flex*HR® ON THE GO

Use *flex*HR® whenever, wherever with a solution that's available both as a desktop system and a mobile app, giving you the freedom to access *flex*HR® at a time and place that suits you.

This easy access solution is available on any Android or iOS device. It allows you to clock in and out when working off site, view pay slips, submit and manage claims and leave requests, and much more. You never have to worry about missing deadlines with graphical summaries for all pending tasks and announcements visible from the app's launch page. The app's auto GPS geo location capturing improves the accuracy and efficiency of attendance and the movement of information.

Blenz

Blenz combines conventional dashboard designs with the mobile app's design.

Customise Blenz by selecting and installing the Data Lenzes that match your needs the best. This allows you to assemble information in real-time, helping you gain critical insights to make the best business decisions you can.

The integrated alert manager gives you the flexibility to define email alerts, choosing what and who the alerts are for.

The state-of-the-art analytics platform has provides user friendly system navigation. The creative, info graphical design is easy to grasp, and offers insightful information across multiple platforms.
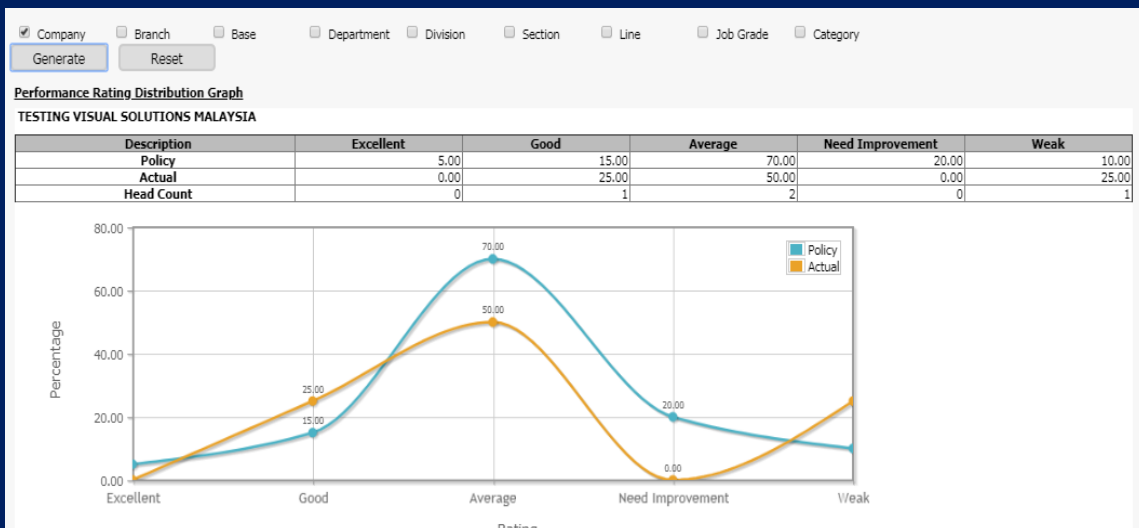
Human Resources Strategic System

This strategic human capital planning and management platform incorporates performance scorecards and a high-performers talent pool with succession and career tracking and performance based compensation management.
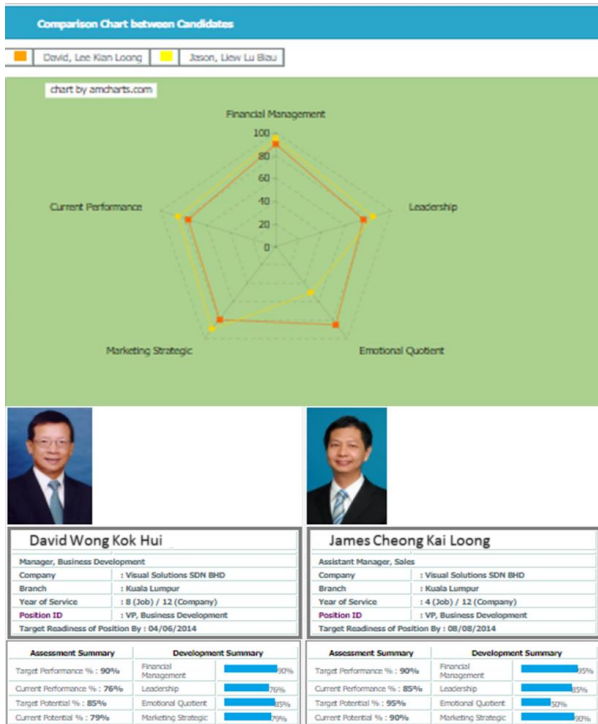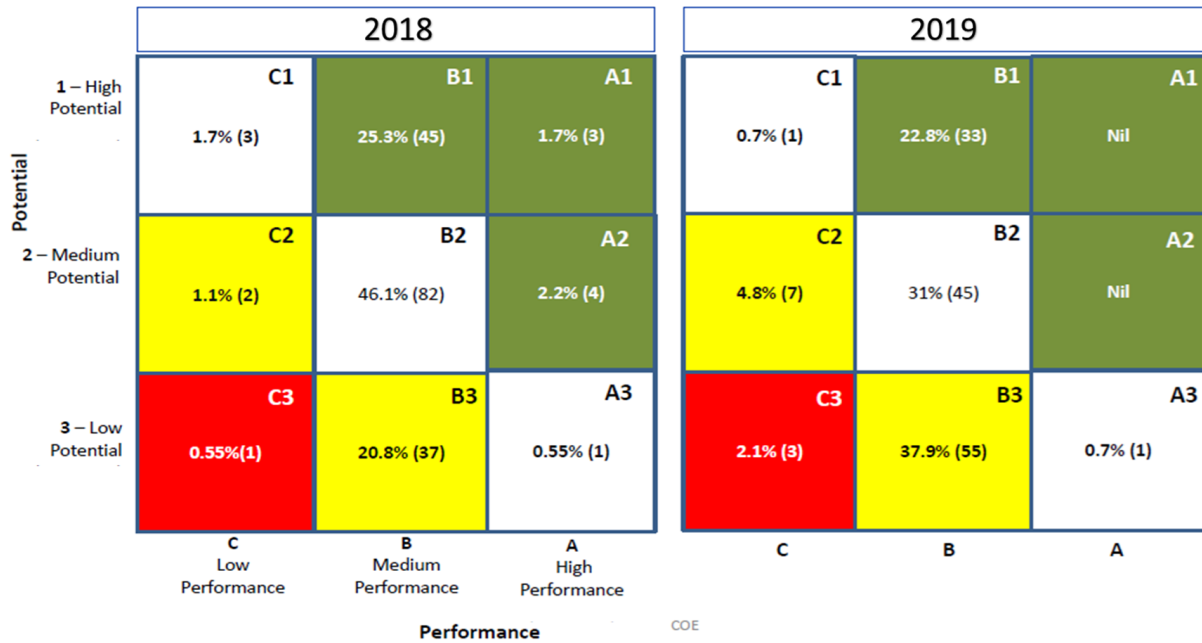
- Define quantitative and qualitative performance assessment templates, KPIs, and Competencies with staff cascaded alignment

- View performance results as a bell curve with quadrant analysis and graphical frameworks for weightage assignment

- Provide a catalogue of approved and ad-hoc courses and vendors, using *flex*HR®'s Training Needs Analysis to create training plans based on gaps in company performance

- Provide a Career Plan for high potential talent development and management, and create a Succession Plan for critical job positions, supervising successor development and management

☑ Company ☐ Branch ☐ Base ☐ Department ☐ Division ☐ Section ☐ Line ☐ Job Grade ☐ Category

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Performance Rating Distribution Graph

TESTING VISUAL SOLUTIONS MALAYSIA

Description	Excellent	Good	Average	Need Improvement	Weak
Policy	5.00	15.00	70.00	20.00	10.00
Actual	0.00	25.00	50.00	0.00	25.00
Head Count	0	1	2	0	1

Succession Planning

We give you every confidence that your company is prepared for all employee situations with the help of *flex*HR®'s succession planning. Once you identify the critical positions within your company, we use a nine box talent matrix to provide you with a list of potential successors for that position. We group your company talent by their potential and their performance, based on their scores from the performance reviews.

OVERALL GROUP TALENT CLASS BREAK DOWN

2018

	C	B	A
1 – High Potential	C1 — 1.7% (3)	B1 — 25.3% (45)	A1 — 1.7% (3)
2 – Medium Potential	C2 — 1.1% (2)	B2 — 46.1% (82)	A2 — 2.2% (4)
3 – Low Potential	C3 — 0.55%(1)	B3 — 20.8% (37)	A3 — 0.55% (1)

Performance: C Low Performance, B Medium Performance, A High Performance

2019

	C	B	A
1 – High Potential	C1 — 0.7% (1)	B1 — 22.8% (33)	A1 — Nil
2 – Medium Potential	C2 — 4.8% (7)	B2 — 31% (45)	A2 — Nil
3 – Low Potential	C3 — 2.1% (3)	B3 — 37.9% (55)	A3 — 0.7% (1)

COE

Comparison Chart between Candidates — David, Lee Kian Loong; Jason, Liew Lu Biau

David Wong Kok Hui — Manager, Business Development
Company : Visual Solutions SDN BHD
Branch : Kuala Lumpur
Year of Service : 8 (Job) / 12 (Company)
Position ID : VP, Business Development
Target Readiness of Position By : 04/06/2014

James Cheong Kai Loong — Assistant Manager, Sales
Company : Visual Solutions SDN BHD
Branch : Kuala Lumpur
Year of Service : 4 (Job) / 12 (Company)
Position ID : VP, Business Development
Target Readiness of Position By : 08/08/2014

Using the results of the nine box talent matrix and performance reviews, *flex*HR® creates a comparison chart for the potential successors in order to give you a clear, understandable assessment.

Once the potential successors have been selected, *flex*HR® is able to create a development plan for your high potential employees to help them continue to grow and improve.

Performance Scorecard

*flex*HR®'s performance scorecard has flexible metrics that allow you to add/remove performance indicators at different levels with the freedom of choosing their weightage to help make your evaluations right for your company.

When an employee gets promoted or moves to a different department, their performance scores are combined with user-specified weightages in order to create an accurate, overall score for their performance.

Both the appraisers and appraisees can add notes throughout the year to provide reasons for their performance reviews with the *flex***HR**® continuous feedback system. To ensure all performance assessments are fair, *flex***HR**® has 360º review, offering the chance for inter department reviews as well as peer evaluation. This produces well rounded evaluations, with reviews being given from employees at different levels.

*flex*HR® makes payroll outsourcing simple and efficient. The Financial System Interface ensures your HR system is able to easily integrate with your financial system.

This payroll outsourcing helps you save time and money, allowing you to take care of your business with every confidence that your payroll is being managed securely.


We give you rapid, unrestricted access to powerful and simple analytics relating to your employees' information to help you optimise decision-making processes, improve operations, manage risks, and achieve better business outcomes.

*flex*HR® provide high configurable user define reports and seamless integration with market common Word Processing Application or Spreadsheet such as Microsoft Office Software.

It is secured, strict controllability down to data items according to pre-define user access level. User may schedule reports to be collected, curated, and sent straight to your inbox in PDF / Excel format (or linking back to the platform).
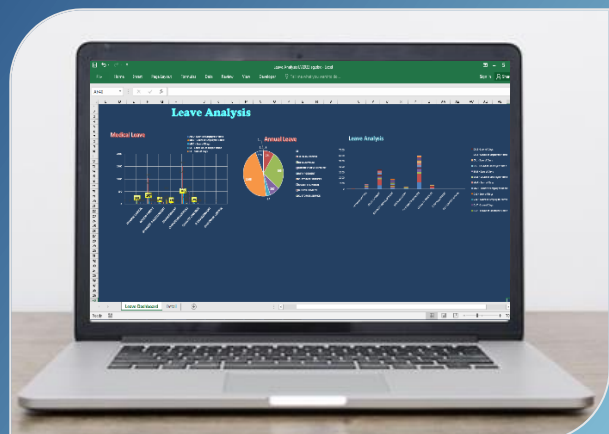
1

Establish key performance indicators

2

Optimize performance

3

Improve business success

Software-as-a-Service

We offer flexHR® as an on-premise solution and a cloud solution, with the cloud solution deployed across multiple data centres to avoid any single point of failure. Having your solution hosted by a third-party provider improves its accessibility and availability, and frees up space on your own system as well as the time and effort required to manage the complexity of the IT Ecosystem.

*flex*HR®

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