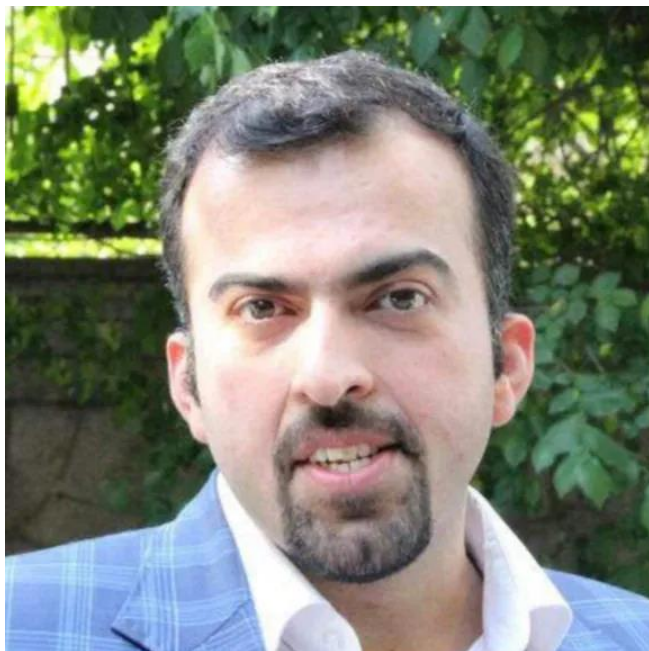


به نام خدا

مسیر هوشمندسازی HR در سازمان‌ها

حمید رضا فرحزادی



حمید رضا فرحزادی

دانش آموخته دکتری مدیریت منابع انسانی

مدرس دوره های MBA و DBA

هم بنیان گذار و DOMAIN EXPERT سنجه مان



سنجه مان

سنجه های هوشمند سازمان

سرفصل ها:

چالش ها و فرآیندهای زمان بر در مدیریت منابع انسانی
انواع راهکارهای دیجیتال مدیریت منابع انسانی
مقایسه راهکارهای سنتی (ON-PREMISE) و راهکارهای مدرن (SAAS)
معرفی راهکارهای مدرن مدیریت منابع انسانی در خارج و ایران
ملاحظات انتخاب بهترین راهکارها

انواع راهکارهای دیجیتال مدیریت منابع انسانی

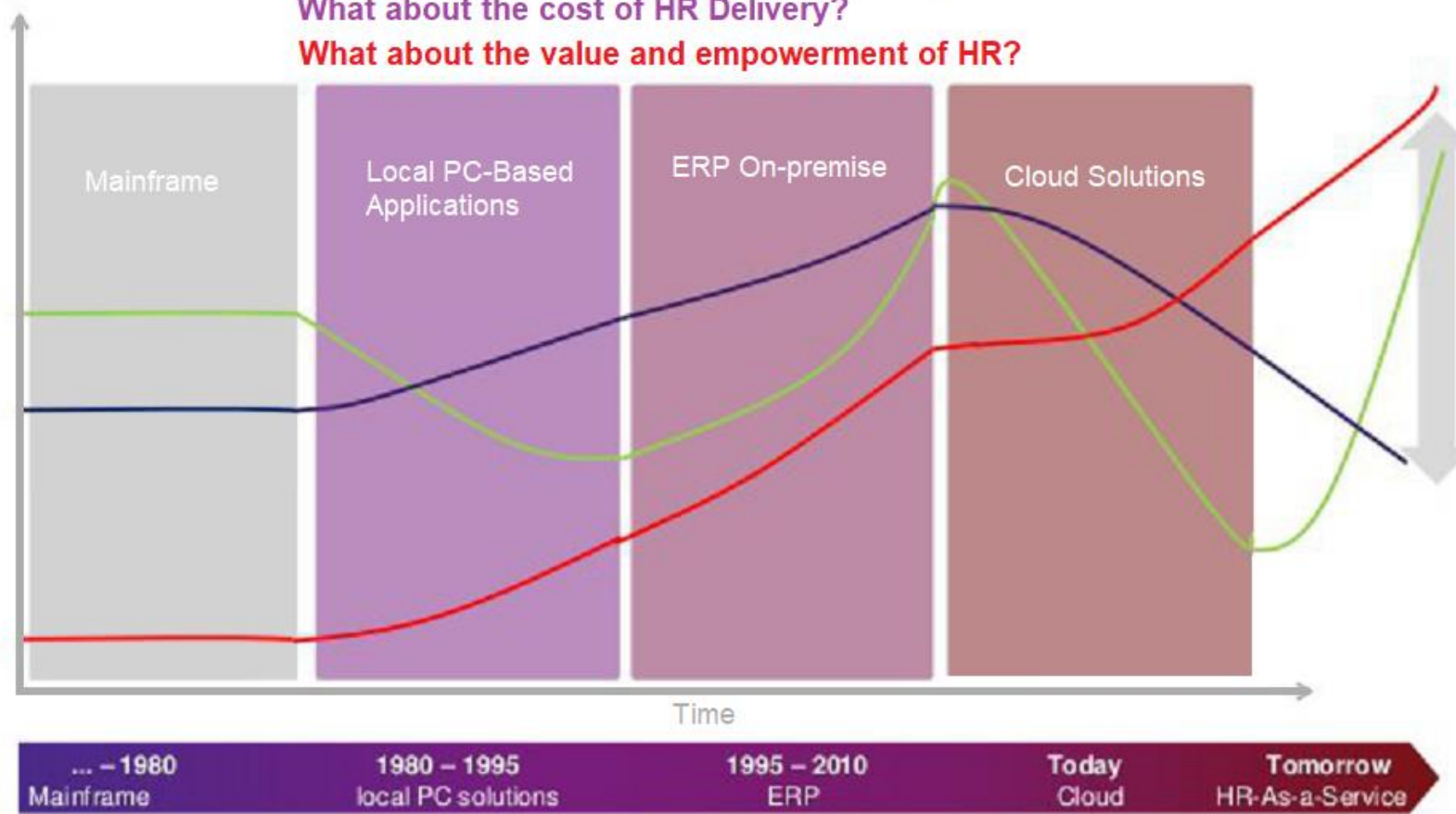
سیر تکامل راهکارهای HRM

HR metrics

What about the level of integration of HR systems?

What about the cost of HR Delivery?

What about the value and empowerment of HR?







مقایسه راهکارهای سنتی (ON-PREMISE)

و راهکارهای مدرن (SAAS)

امکانات راهکارهای سنتی



خروجی راهکارهای سنتی



امکانات و خروجی راهکارهای مدرن



مقایسه راهکارهای سنتی و مدرن

On Premise	SaaS
OWNERSHIP	
Ownership of hardware, software, and data	Software and hardware owned by provider; Data ownership must be ensured by buyer
LOCATION	
Software hosted on hardware which is physically accessible to the company	Software and hardware hosted off-premise, accessed by cloud internet service
LICENSING	
Licensing fee model for permanent and full ownership	Subscription fee model with ongoing costs

On Premise	SaaS
MAINTENANCE COSTS	
Maintenance typically a percentage of licensing fee	Maintenance fee rolled into subscription
MAINTENANCE DUTIES	
Requires active maintenance of software and hardware infrastructure by the organization who purchased it	Maintenance provided by vendor; No hardware to manage
COST TYPE	
Recorded as CAPEX (long-term capital expense)	Recorded as OPEX (short-term operating expense)

The Death of Big Software – How Complexity/Cloud/Cost/Digital Transformation Killed the Code Giants



Steve Andriole Contributor ⓘ

Enterprise Tech

I help execs optimize digital & educate nextgen technology pros.

Follow

⌚ This article is more than 5 years old.

Who in their right mind would undertake a five-year ERP software implementation project? Five years is a corporate lifetime and those that approve the project are likely to be long gone by the time the project reports its first missed milestones.

The failure rate for big software projects is downright scary. Depending on whose study you read, the ERP failure rate is anywhere between 50% and 75%. So going in

آیا همه امکانات و فیچرهای یک راهکار به کار می‌آید؟

Stay away from tools that have more features than you want.



On-Premises

9%

Software Licenses

Customisation & Implementation

Hardware

IT Personnel

Maintenance

Training

Ongoing Costs

- Apply Fixes, Patches, Upgrade
- Downtime
- Performance tuning
- Rewrite customizations
- Rewrite integrations
- Upgrade dependent applications
- Ongoing burden on IT
- Maintain/upgrade hardware
- Maintain/upgrade network
- Maintain/upgrade security
- Maintain/upgrade database

Cloud Computing

68%

Subscription Fee

Implementation,
Customisation &
Training

Ongoing Costs

- Subscription fee

مقایسه هزینه‌های
آشکار و پنهان

ملاحظات انتخاب بهترین راهکارها

- خرید یا پیاده‌سازی داخل سازمان؟
- خرید راهکارهای (On-Premise) یا راهکارهای (SaaS)؟
- مسئله یکپارچگی
- مسئله امنیت داده‌ها
- خرید راهکار ایرانی یا خارجی؟
- تطبیق نرم‌افزار با فرآیندهای موجود یا تطبیق فرآیندها با نرم‌افزار؟
- درگیر کردن واحد آی‌تی در سازمان

معرفی راهکارهای مدرن مدیریت منابع انسانی



چرخه مدیریت
منابع انسانی
(HR CYCLE) در
سازمان

Today's HR Tech Landscape

As of 24 March 2017 | Click logos to visit a company's website | Something missing? Or want to learn more? Reach me at wsaborio@gmail.com :)

Recruiting

Talent Discovery

JOPWELL, KORA, ATIPICA, PIVOT, boon, SMASHFLY, WeFind, Stella, phenom people, twine, entelo, textio, workable, PROSKY, SpringRole, RolePoint, HIPERPOOL

Job Markets

Tackl, workpop, handshake, JOBBIO, PowerFly, TalentSky, alongside, Hireology, jollilco, burningglass, WorkAmerica, PURPLE SQUIRREL

Technical Sourcing

VETTERY, source(d), TRIPLEBYTE, HIRED, NAVTalent, Angellist, underdog.io, Nomad, HackerRank, LYTMUS, interviewing.io

Interview Tools

plum, LearnUp, CRITERIA, interviewed, pymetrics, HireVue

Workflow Management

LEVER, JazzHR, Unitive, TextRecruit, SmartRecruiters, greenhouse, breezy, recruitee

Flexible Hiring

OnShift, jobbatical, OneSpace, jobandtalent, SWIFT SHIFT, workgeni.us, CATALANT, toptal, skedulo, JOB TODAY, Andela, PERCOLATA, Wonolo, cornerJob, FIELD NATION, shiftgig, Crew, Upwork, Lystable, ximble

Onboarding

Checkr,rippling, onfido,envoy, OnboardIQ, yoi, Click Boarding

Quantified Workforce

humanize, Theatro, HEADS UP, hiQ

Recognition & Rewards

O.C.TANNER, Achievers, perkbox, globoforce, Bonusly, BlueBoard

Performance Management

logiserve, Reflektive, Lattice, BetterWorks, Gameffective, SIX, impraise, engagedly, WIDEANGLE, workboard, AMBITION, ZUGATA, Si, Small Improvements, LIGHTHOUSE

Learning & Development

paysa, Pathgather, Jhana, Axonify, Landit, udemy, LearningSpaces, go, the muse, degreed, Glassbreakers, BetterUp, WORKRAMP, Joanko, TASYTT, CommercialTribe, edcast, NovoED

Employee Engagement

Culture Amp, CULTUREIQ, Talmetrix, BetterCompany, TembaSocial, Hyphen, questback, SalaryFinance, RoundPegg, Rallyware, HighGround, KOAN, workjam, simpplr, wisetail, officevibe, GLINT, TINYpulse, COMPARABLY

Integrated Management Suites

PLANSOURCE, GUSTO, InvestiPro, payfit, Planday, homebase, EVERWISE, air, charlie, starling, GuideSpark, Sympa, people, GREYTIP, VISIER, shiftmessenger, Humi HR, Namely, collage, When I Work, HeavenHR, Think, bob, sapho

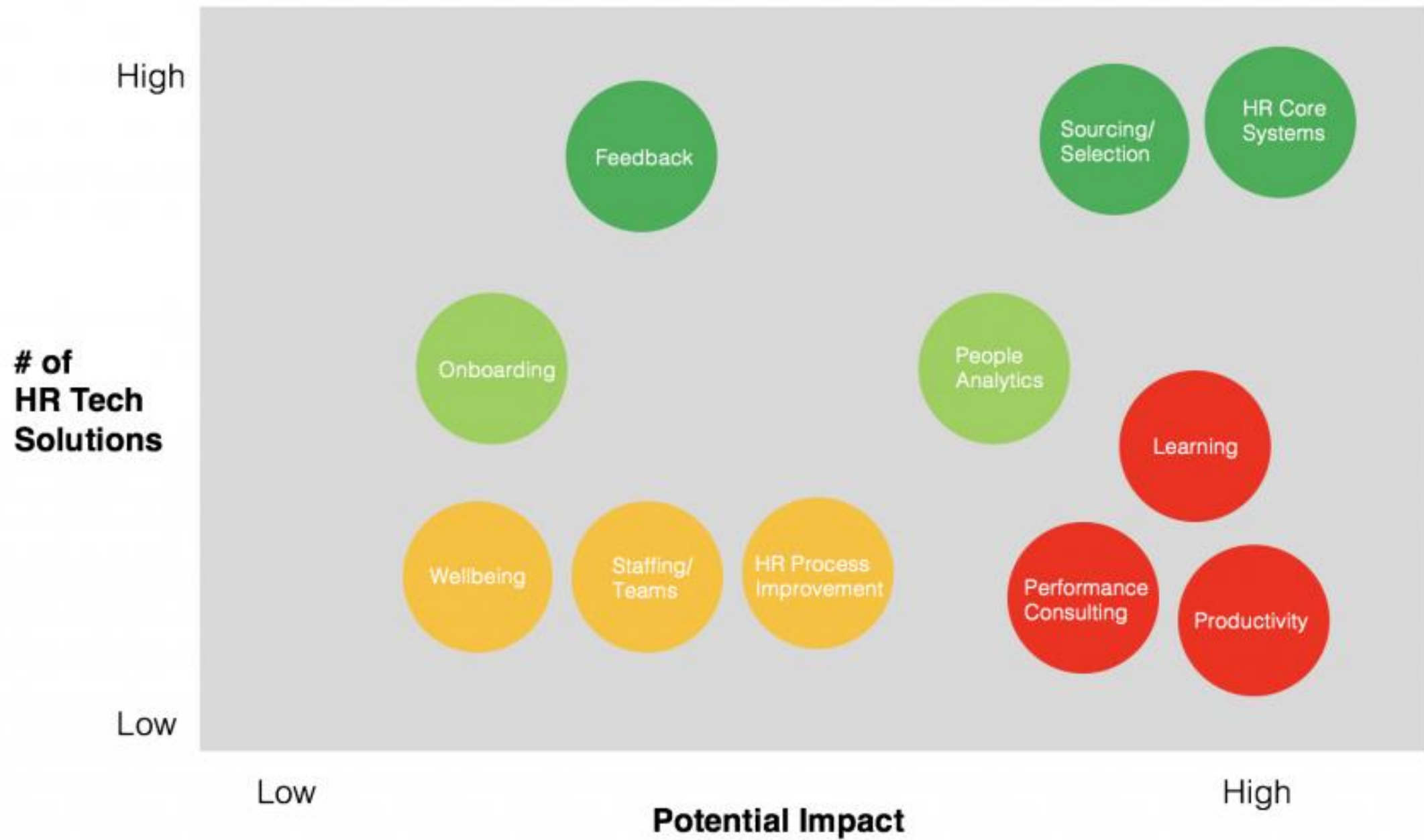
Compensation & Benefits

forusall, SimplyInsured, Lumity, JUSTWORKS., Compia, PEOPLEJOY, Maxwell | Health, BeneStream, URBANBOUND, Espresa, benevity, EMPYREAN, MOVE GUIDES, ANY PERK, allay, Wellbit, Lifeworks

مهم ترین

راهکارهای مدرن

در یک نگاه HRM



راهکارهای مدرن جذب و استخدام

2021

The Ideal Recruiting Software Landscape

TOP JOB AGGREGATORS

indeed

LinkedIn

ZipRecruiter

Google For Jobs

TOP STAND-ALONE APPLICANT TRACKING SYSTEMS

icims

LEVER

greenhouse

SmartRecruiters

TOP HUMAN CAPITAL MANAGEMENT SOFTWARE

CERIDIAN

Call SuccessFactors

workday

ORACLE
CLOUD

ADP

TOP RECRUITMENT CRMS

yello

beamery

Avature

TOP TALENT INTELLIGENCE SYSTEM

ideal.

TOP VIDEO INTERVIEWING TOOLS

HireVue

VidCruiter

interviewstream

TOP TESTING & ASSESMENT TOOLS

Criteria

berke

HackerRank

traitify

.SHL.

نقشه

راهکارهای مدرن

جذب و استخدام

Sourcing

Programmatic advertising

Click|IO VONQ joveo
job|ARX recruitics Appcast

Career page optimization

TalentBrew phenom people

Social Recruiting

RECRUITMENTEDGE CareerArc HiringSolved
AmazingHiring INHIRE / ESTHER ELLIS TalentBin
big data empowering recruitment MONSTER

Chatbots

PARADOX OLIVIA jobpal Ari mya

Selection

CV scraper

HireAbility
textkernel
daXtra

Pre-employment assessments & predictive hiring

harver pymetrics
Hundred5 talview
intelligent hiring

Video interviewing tools

SPARK HIRE
HireVue
VidCruiter
OUTMATCH

Onboarding

APPS

enboarder TALMUNDO
monday.com bambooHR

Applicant tracking systems (ATS)

Jobvite Taleo
greenhouse workable
SmartRecruiters iCIMS
LEVER recruitree
SAP SuccessFactors

Recruitment CRM

Ascendify jibe
SMASHFLY beamery

ATS چیست؟

- سامانه ATS یا سامانه رهگیری کارجو، سیستمی برای مدیریت یکپارچه فرایند جذب و استخدام است که کلیه ارتباطات سازمان با کارجویان را ردیابی و اندازه‌گیری و خودکار می‌کنند.
- بیش از ۹۰٪ شرکت‌های فُرجون ۵۰۰ (Fortune 500)، در حال حاضر از ATS استفاده می‌کنند.
- ATS کمک می‌کند که :
 - ورود رزومه و اطلاعات کارجویان و شرکت در آزمون‌ها سریع و آسان شود.
 - جست‌وجو، بازیابی، رتبه‌بندی و فیلترکردن رزومه‌ها و اطلاعات کارجویان سریع و آسان شود.
 - ارسال پیام‌های خودکار: پیشرفت فرآیند جذب / تنظیم زمان جلسه / یادآوری جلسه / اعلام دلیل رد / ...
 - گزارش‌های خودکار: رزومه تکراری / زمان استخدام / گلوگاه‌های جذب / کیفیت استخدام /

افزودن مرحله جدید

گزارش خروجی

روزمه‌های حذف شده

عملیات گروهی

نمایش فیلترها

استخدام آزمایشی 0

مضاحبه دوم 1

جمشید کرونندی

☆ ☆ ☆ ☆ ☆

15 روز پیش

مضاحبه اول 1

SAJJAD SANJEMAN

☆ ☆ ☆ ☆ ☆

26 روز پیش

پویان عباسی

☆ ☆ ☆ ☆ ☆

14 روز پیش

رضا پاکزاد

☆ ☆ ☆ ☆ ☆

17 ساعت پیش

تست روانشناسی 5

محمد افضلی شایقی

☆ ☆ ☆ ☆ ☆

9 روز پیش

مهدی امیری

☆ ☆ ☆ ☆ ☆

9 روز پیش

مسلم غفاری

☆ ☆ ☆ ☆ ☆

9 روز پیش

ترمه ناجی

☆ ☆ ☆ ☆ ☆

22 روز پیش

درخواست دهندگان 101

الهام فاضلی

☆ ☆ ☆ ☆ ☆

4 ساعت پیش

سید مهران موسویان

☆ ☆ ☆ ☆ ☆

1 روز پیش

نوشین حمیدی اصفهانی

☆ ☆ ☆ ☆ ☆

1 روز پیش

نازیلا جهانیان

☆ ☆ ☆ ☆ ☆

2 روز پیش

ریحانه کریمی

☆ ☆ ☆ ☆ ☆

4 روز پیش



سنجمان
hr@sanjeman.com

میزکار

کارمندان

جذب و استخدام

لیست فرصت‌های شغلی

ایجاد فرصت شغلی جدید

لیست رزومه‌ها

گزارش استخدام

استخر استعدادها

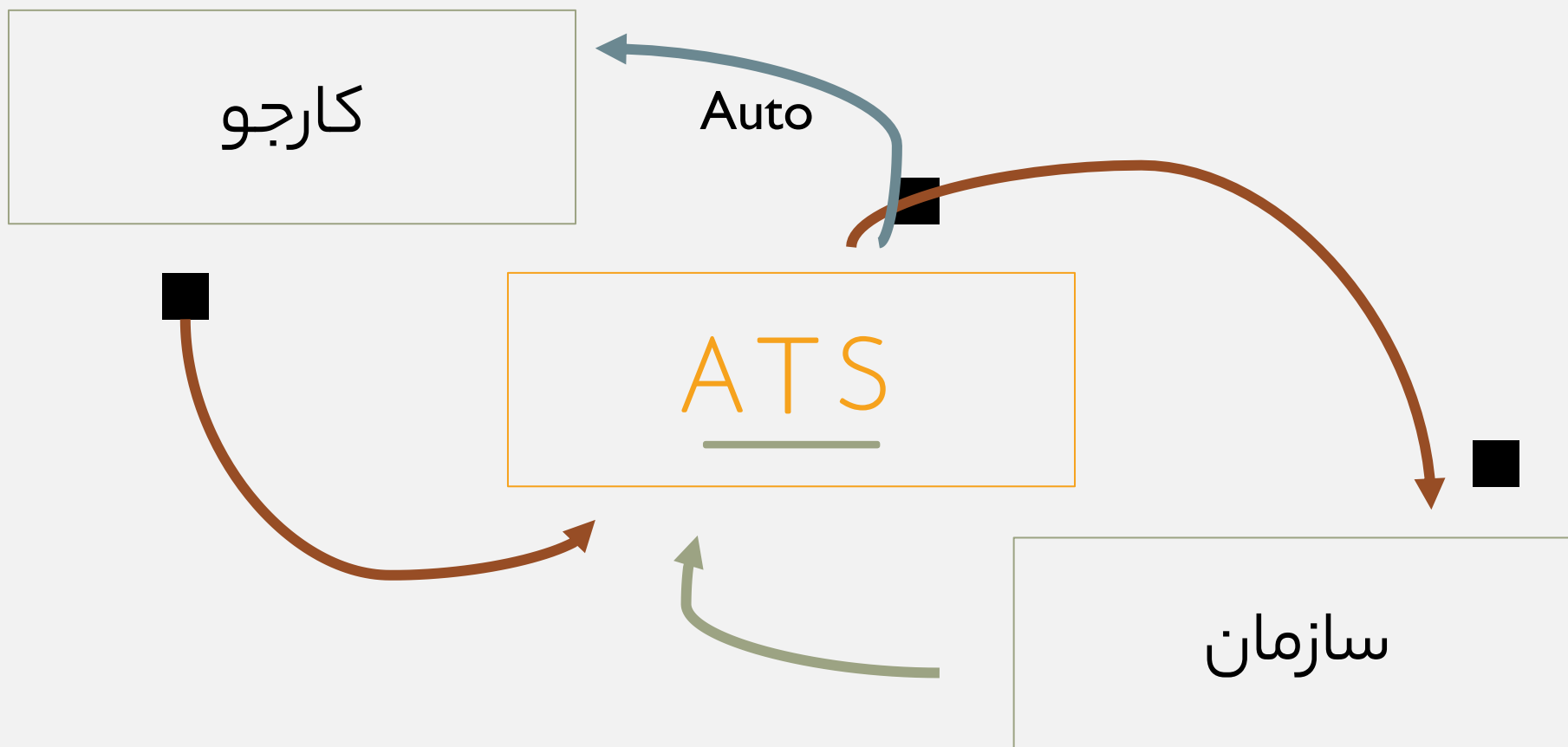
تنظیمات صفحه سازمان

ارزیابی عملکرد

تحلیل ترک کار

تقویم

رابطه کارجو و واجد جذب در ATS



با ATS چگونه می‌توان انگیزمیت ریت را افزایش داد؟

برد جایگاه کارجو

- بین کارجویان رقابت ایجاد کنید!

- یک برد برای مقایسه بین کارجویان ایجاد و به طور عمومی یا اطلاع‌رسانی خصوصی، امتیازات و رتبه هر کارجو را نمایش دهید یا به او اطلاع دهید.

پاداش‌های ملموس خودکار

- به هر کارجویی که در جلسه مصاحبه شرکت می‌کند یک کد تخفیف از خدمات یا محصولات شرکت خود هدیه دهید.

ارسال اطلاع‌رسانی خودکار



- کاری نکنید که متقاضیان تصور کنند درخواست آن‌ها در چاه بی‌انتهایی بلعیده شده و خبری از آن نیست!
- پیشرفت فرآیند را به صورت درصد و باتری و ... در ایمیل و پیامک خودکار به کارجو اطلاع دهید.

پاداش‌های غیرنقدی


- با پیشرفت کارجو در مراحل جذب، به او هدیه‌های دیجیتال بدهید. مثلاً: نتیجه آزمون روان‌شناسی، کتابچه توسعه فردی، کد تخفیف ...

ابزار مدیریت جذب و



(ATS) استخدام

با پلن رایگان ۱۰

شغلی



[JOBS](#)
[PEOPLE](#)
[MARKETPLACE](#)
[ANALYTICS](#)

Location

☐ Not specified (4)
 ☐ Anaheim (1)
 ☐ Hayward (1)
 ☐ Livermore (1)
 ☐ Los Angeles (1)

Proximity









Title

☐ Software Engineer
 ☐ Product Manager
 ☐ Product And Operations Manager
 ☐ Account Executive
 ☐ Founder & VP Of Product

Status

☐ Lead (4)
 ☐ New (1)
 ☐ In-Review (5)
 ☐ Interview (4)

☐ Select all
 Showing 18 of 18
 Actions
 Sort by: A-Z

<input type="checkbox"/>	 Ryan Allen Jason Solutions Senior Software Development Engineer	Marketing Manager From: Manual upload Sep 22, 2014	Redwood City California	Offered ★★★★★	<input type="button" value="v"/>
<input type="checkbox"/>	 Julia Álvarez Omidyar Network Software Developer	Recruiter From: Manual upload Sep 22, 2014	Salinas California	Interview ★★★☆☆	<input type="button" value="v"/>
<input type="checkbox"/>	 Sangeetha Bhat KISTERS AG Software Developer	Account Executive Referred by Michael Johnson May 5, 2015		Interview ★★★★★	<input type="button" value="v"/>
<input type="checkbox"/>	 Reggie Brooky APPROVE.NET Senior Software Engineer	Software Developer From: Stanford Career Fair Aug 16, 2017	Nyack NY	Rejected ☆☆☆☆☆	<input type="button" value="v"/>
<input type="checkbox"/>	 Jessica Corner WebMechanix Software Development Engineer	Account Executive From: Monster Sep 19, 2014	Palo Cedro California	Hired ★★★★★	<input type="button" value="v"/>
<input type="checkbox"/>	 Noah Craig Zetta.net Software Development Engineer	Baker From: Ruby on Rails Jobs Sep 22, 2014	Livermore California	Lead ☆☆☆☆☆	<input type="button" value="v"/>
<input type="checkbox"/>	 Daniel Higgins CEVA, Inc. Director of Engineering	Baker From: Ruby on Rails Jobs Sep 22, 2014	Windsor California	In-Review ☆☆☆☆☆	<input type="button" value="v"/>
<input type="checkbox"/>	 Marcin Kasiński SmartRecruiters	Software Developer Referred by Karen Smith		Lead ★★★★★	<input type="button" value="v"/>



Marketing Manager
Jacksonville Beach, US

Candidates Pipeline Tasks Inbox

All Candidates Roomy

Applied 3

- Kyle Maybury**
Business Development at Breezy HR
22m Ago <1m Ago
- Sergey Goldberg**
Java Engineer @ Ebay
29d Ago 24m Ago
- Laurie Ruettimann**
Writer, Speaker, Founder, Advisor
1y Ago 2mos Ago

Feedback 4

- Dorsey Levins**
Added by Jessica Treeman
1y Ago 4m Ago
- Julia Zoda**
Customer Success
9mos Ago 4m Ago
- Darren Bounds**
Founder & CEO @ Breezy HR
1y Ago 4m Ago
- Lincoln Porter**
Chief Operating Officer @ Path.To
1y Ago 18m Ago

Interview 3

- Reggie White**
Added by Jessica Treeman
1y Ago 18m Ago
- Ralph Plumley**
Added by Jessica Treeman
4mos Ago 18m Ago
- William Tincup**
President at RecruitingDaily
4mos Ago 3mos Ago

ابزار مدیریت جذب و

استخدام (ATS)

با پلن رایگان تک

شغلی

ابزارهای مدیریت جذب و استخدام (ATS) در ایران

 **HIRE.CAMP**

 **سنجمان**
سنجه های هوشمند سازمان


CanDo
HR SOLUTION


ADILAR


کارپوم

راهکارهای مدرن سنجش شایستگی

و مدیریت استعداد



Customer Success Coordinator

Candidates

Match Criteria

Hiring Team

Job Info

Customer Services Role Criteria

All candidates applying to this job requisition will be matched against this criteria.

Execution



CRITICAL

Communication



CRITICAL

Innovation



IMPORTANT

Adaptation



HELPFUL

Decision Making



USEFUL

Execution is **critical**

Setting goals, monitoring progress, and taking the initiative to improve your work.

This is critical because...

- Remaining committed to pursuing goals and reaching deadlines increases productivity and the quality of work.
- Seeking out challenges contributes to organizational performance and personal development.
- Developing novel solutions and persevering through challenges helps to overcome obstacles.
- Being thorough and detail-focused ensures that expectations are met.

Competencies include:

- Focusing On Quality of Output
- Monitoring Progress
- Setting Challenging Goals
- Taking Initiative
- Following Instructions and Directions

ابزار سنجش

شایستگی ها و

استعداد کارجو

Pick a plan that works for you

Free

A great way to get going with TestGorilla

€0 / month

Free forever

Assessments

Unlimited

You can use each assessment for 60 days

✔ Unlimited candidates

✔ 5 tests / assessment

✔ 1 custom questions / assessment

Select plan

Pay as you go

For businesses that hire occasionally and want flexibility

€21 / month

Billed at €252 / year

Assessments

Included 1 / year
Additional €125 each

You can use each assessment for 60 days

[See examples](#)

✔ 100 candidates / year

+ €1.00 / additional candidate

✔ 5 tests / assessment

✔ 5 custom questions / assessment

Select plan

Scale

For growing businesses who want all features and customization

€250 / month

Billed at €3,000 / year

Assessments

Included 15 / year
Additional €100 each

You can use each assessment for 60 days

[See examples](#)

✔ 1,500 candidates / year

+ €0.75 / additional candidate

✔ 5 tests / assessment

✔ 10 custom questions / assessment

Select plan

Business

For businesses with high-volume hiring needs

€1,650 / month

Billed at €19,800 / year

Assessments

Included 125 / year
Additional €80 each

You can use each assessment for 60 days

[See examples](#)

✔ 12,500 candidates / year

+ €0.60 / additional candidate

✔ 5 tests / assessment

✔ 20 custom questions / assessment

Select plan

ابزار سنجش

مهارت ها و

شخصیت کارجو

CliftonStrengths®



Join **26,659,535** People Using Their
CliftonStrengths to Thrive at Work and
Everywhere Else



You Are Unique. You Are Powerful. Be Confident With
Who You Are.

Understanding your strengths unlocks your potential and leads you to greater performance.

معروف ترین ابزار

سنجش نقاط قوت

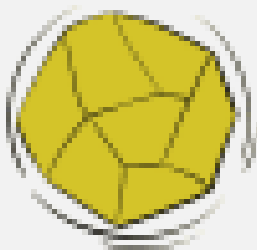
و شایستگی ها

سامانه های سنجش شایستگی و مدیریت استعداد در ایران

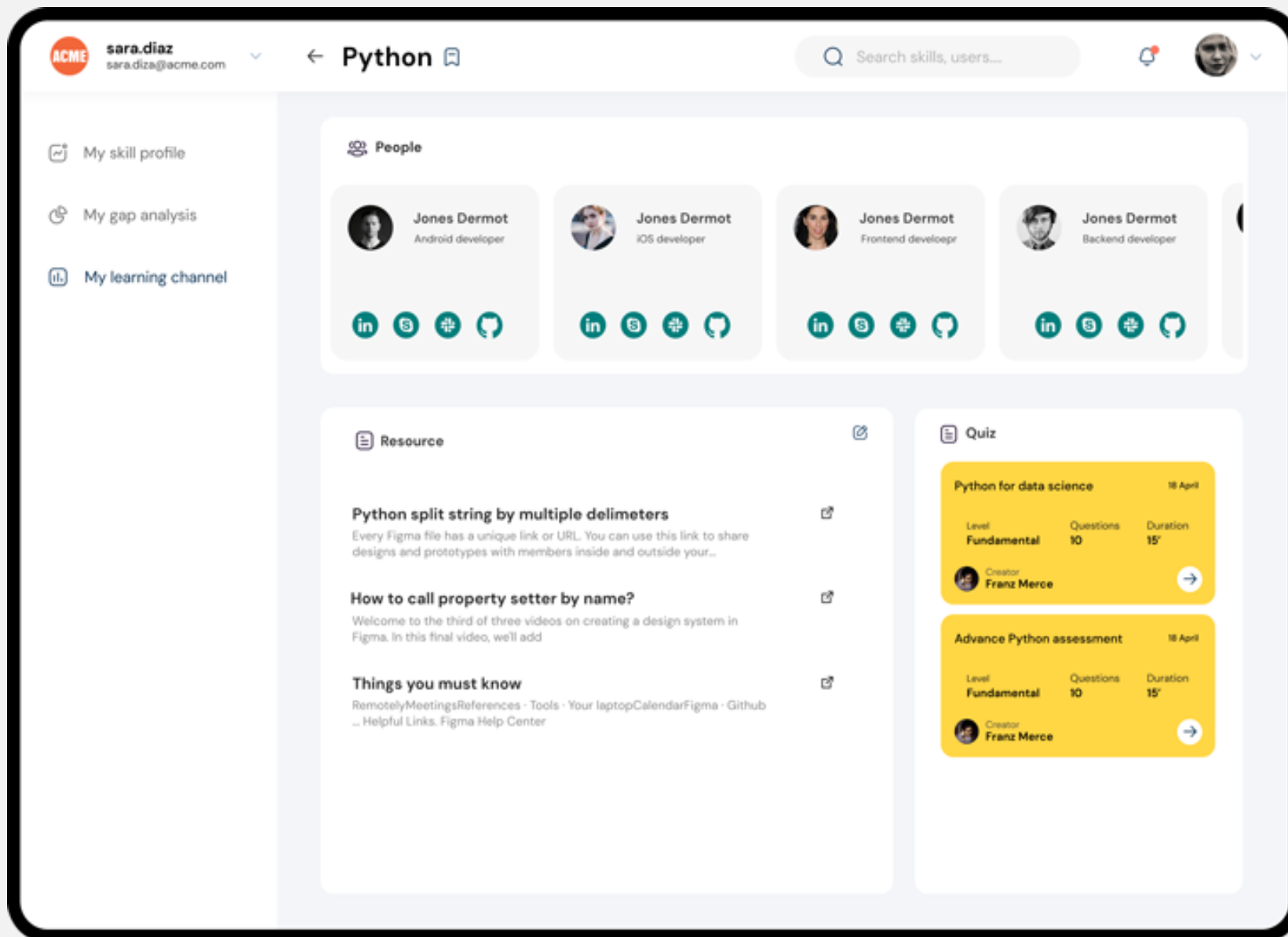
تست و تایپ



قطبینو



راهکارهای مدرن آموزش



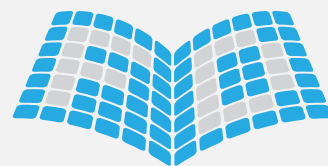
راهکار آموزش
مهارت ها
بر اساس نیازهای
فردی
و تیمی

سامانه های آموزش آنلاین در ایران

ایده: نرم افزار
مدیریت فرایند آموزش



فرادرس



مکتب خونه



سامانه مدرسین
آموزش های سازمانی



سرای مدرس


کاروکت



فرانش
به راحتی یاد بگیرید



راهکارهای مدرن ارزیابی عملکرد



open source HRMS

Create New

Configuration Wizard


Super Admin

Dashboard Self Service Service Request HR Appraisals Talent Acquisition Background Check Organization Analytics Site Config Modules More

Configuration

- Initialize Appraisal
- Manager Appraisal
- Manager Status
- Employee Status
- Self Appraisal
- My Team Appraisal
- Appraisal History
- Feedforward

Shortcuts



Home > Appraisals > Initialize Appraisal > Edit

Help

Step 1

Initialization

Initialize appraisal for a department or a business unit and enable to managers or employees

Completed

Step 2

Configure Line Managers

Configure line managers by using the existing organization hierarchy or by assigning line managers to employees manually

Completed

Step 3

Configure Appraisal Parameters

Set the appraisal parameters for all the employees or for an employee group for a department or a business unit

Completed

Appraisal Details

BACK

Business Unit	Global Systems India	Department	Development
Appraisal Mode	Yearly	From Year	2016
To Year	2017	Period	Yearly
Eligibility	Permanent	Parameters	KRA, ROI
Status	Open	Process Status	Enabled to Employees
Enabled To	Employees	Employees' Due Date	22.09.2016
Appraisal Status	<input type="text" value="Close"/>	Managers' Due Date	23.09.2016
Appraisal Ratings	1-5		

UPDATE Cancel

SoftwareSuggest.com

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راهکار اپن سورس مدیریت و ارزیابی عملکرد



Administrator Evaluation Form

Review Details

Employee Name	Fiona Grace
Job Title	Software Architect
Review Period	2020-01-01 To 2020-06-30
Review Due Date	2020-07-31
Status	In Progress

Individual Evaluation Status

Reviewer Type	Reviewer Name	Review Status
Employee	Fiona Grace	In Progress
Supervisor		In Progress

Evaluation by Supervisor

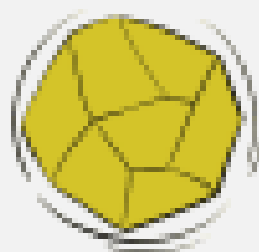
Evaluation by

KPI	Min	Max	Rating	Comment
Decision-Making Analysis	0	100	70.00	
Develop and evaluate strategies	0	100	70.00	
Planning Methodologies	0	100	90.00	
Positive Commitment	0	100	75.00	


راهکار اپن سورس

مدیریت عملکرد

سامانه های ارزیابی عملکرد در ایران




راهکارهای مدرن قدردانی



HOMESTOREMILESTONESAWARDSMY HISTORYMY TEAMINSIGHTSETUP

Search names, titles, or responsibilities

Leslie




Connect

Connect with your company

- Personality Profiles
- Interest Groups
- Visual Org Chart
- Peer-to-Peer Appreciations
- Highlights and Announcements
- HRIS and API Integrations

FREE




Recognize

Create a Culture of Gratitude

Everything in Connect, plus:

- Influence Currency
- Spot Bonus Program
- Service Awards and Milestones
- Awards and Badges
- Rewards
- ThanksMatters Card

\$5/ per person per month




Lead

Help Managers be Leaders

Everything in Connect, plus:

- 1 on 1s
- Continuous Feedback
- Performance Coaching
- Priorities
- Succession Planning
- Key Players

\$6.50/ per person per month




Listen

Understand Team Sentiment

Everything in Connect, plus:


- Employee Satisfaction Surveys
- eNPS Tracking
- Pulse Surveys
- Turnover Tracking and Analysis
- Scheduled Insight Delivery


\$2/ per person per month

 Leslie Knope

Recognized by Jerry Gargish

6 minutes ago



 **motivosity**

راهکار قدردانی و انگیزش شغلی

سامانه های قدردانی در ایران

پلتفرم تقدیر و بازخورد **نومانو**



نرم افزار تقدیر سازمانی (کودوس) نومانو، یک پلتفرم تقدیر، بازخورد و ارتباطات سازمانی است و متمرکز بر روابط کارکنان و فرهنگ سازمانی می باشد. نومانو این راه حل نرم افزاری را به عنوان یک سرویس با کاربری آسان و ایمن، بر بستر شیرپوینت ارائه داده است.

راهکار هوشمند و مهربان همکاری



ریکو یک پلتفرم اجتماعی درون سازمانی با هدف بهبود تجربه کارکنان و افزایش میزان رضایت مندی و دلبستگی آنها است که به شکل نوآورانه ای با تکیه بر یافته های علمی و تجارب جهانی این حوزه، توسعه یافته است.

پیاده سازی راهکارهای مدیریت منابع انسانی

با استفاده از ابزارهای عمومی مدیریت وظایف و فرم ساز

Trello

Workspaces

Recent

Starred

Templates

Create

Q Search

Business

Design

Education

Engineering

Marketing

HR & Operations

Personal

Productivity

Product Management

Project Management

Remote work

Sales

Support

Team management

+ Submit a template

Home

Workspaces

HR & Operations templates

Recruiting Pipeline

by Trello Team

Manage your recruiting pipeline from anticipated future needs to closed positions. Get a scannable view of your recruiting...

7.3K 34.8K

Risk Report

by Nicholas Bouchard, Content Marketer @ Unito

Easily track your project's potential risks and what you're doing to mitigate them.

161 2.2K

30 60 90 Day Plan Template

by Atlassian

Help your new team members excel in their first 90 days.

14.6K 67.9K

Government Onboarding Process For New Hires

by Amy Campbell, Project Manager @ Government Business Results, LLC

Proper onboarding helps ensure a positive experience for new hires as they get up and running.

11.7K 119.3K

Employee Manual

by Trello Team

Get your new hires up and running with this simple employee manual

11.7K 119.3K

A Hiring & Recruiting board by Crmble

by Toni, Founder @ Crmble

A template with Power-Ups to help with hiring and recruiting.

6.7K 22.7K

تمپلیت‌های

Trello

برای HR



Event Feedback

Please provide feedback on the event. Your feedback is important to us and will help us improve our future events.

How would you rate the event?

1 2 3 4 5

What did you like most about the event?

What did you like least about the event?

Event Feedback



Order Request

Please provide details of your order request. Your request is important to us and will help us process your order.

What is the name of the item you are requesting?

What is the quantity of the item you are requesting?

What is the date you need the item by?

Order Form



Job Application form

Please provide details of your job application. Your application is important to us and will help us process your request.

What is the name of the position you are applying for?

What is the date you need the position by?

What is the date you need the position by?

Job Application



Time off request

Please provide details of your time off request. Your request is important to us and will help us process your request.

What is the name of the employee you are requesting time off for?

What is the date you need the time off by?

What is the date you need the time off by?

Time Off Request



Work Request

Please provide details of your work request. Your request is important to us and will help us process your request.

What is the name of the employee you are requesting work for?

What is the date you need the work by?

What is the date you need the work by?

Work Request

تمپلیت‌های



Customer Feedback

Please provide feedback on the customer service. Your feedback is important to us and will help us improve our future service.

How would you rate the customer service?

1 2 3 4 5

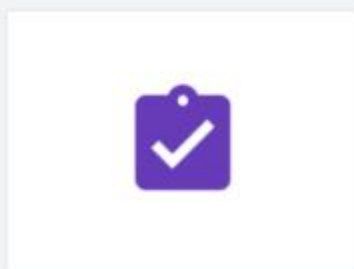
What did you like most about the customer service?

What did you like least about the customer service?

Customer Feedback



Education



Blank Quiz

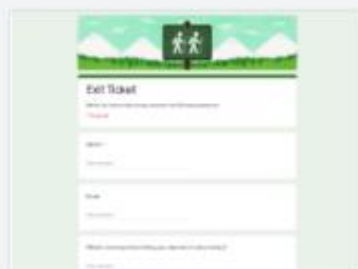
Please provide details of your blank quiz. Your request is important to us and will help us process your request.

What is the name of the quiz you are requesting?

What is the date you need the quiz by?

What is the date you need the quiz by?

Blank Quiz



Exit Ticket

Please provide details of your exit ticket. Your request is important to us and will help us process your request.

What is the name of the exit ticket you are requesting?

What is the date you need the exit ticket by?

What is the date you need the exit ticket by?

Exit Ticket



Assessment

Please provide details of your assessment. Your request is important to us and will help us process your request.

What is the name of the assessment you are requesting?

What is the date you need the assessment by?

What is the date you need the assessment by?

Assessment



Worksheet

Please provide details of your worksheet. Your request is important to us and will help us process your request.

What is the name of the worksheet you are requesting?

What is the date you need the worksheet by?

What is the date you need the worksheet by?

Worksheet



Course Evaluation

Please provide details of your course evaluation. Your request is important to us and will help us process your request.

What is the name of the course evaluation you are requesting?

What is the date you need the course evaluation by?

What is the date you need the course evaluation by?

Course Evaluation

برای HR

راهکارهای اتصال فرم به ترلو

 zapier

 automate.io

 Blue Cat
Forms

IFTTT

Trigger

📄 Google Forms ▾

⚡ New Response in Spreadsheet ▾

Input Fields

Spreadsheet required

Job Application (Responses) ▾

Worksheet required

Form Responses 1 ▾

Output Fields

Row number ➕

Current Time ➕

Timestamp ➕

Name ➕

Action 1

📅 Trello ▾

⚙️ Add or Update a Card ▾

Card Description optional

📄 Phone number (+)

📄 Which position(s) are y... (+)

📄 Submit your cover letter (+)

📄 Submit your resume (+)

Card Due Date 📅 optional

(+)

Completed? optional

No ▾

Mark Due Date as Completed

Labels optional

Position 1 ▾

(+) Add



متشکر از حضور و توجه شما



b2n.ir/p24732

برای دریافت هدیه آزمون کلیفتون رایگان کد زیر را اسکن کنید

Contact Me:

۰۹۱۲-۳۴۵۳۸۶۷

farahzadi@Sanjeman.com