



Human Resources Management Suite (HRMS) Talent Management System



NBC **TMS** *powered by* PLATEAU

The HRMS Talent Management System (TMS) helps organizations classify mission-critical competencies and link them to individual performance plans, thereby optimizing employee development. TMS empowers customers to create a competency-based workforce by projecting and planning for their future workforce with a robust framework that integrates talent management, development, appraisal, and strategy.

- ✓ Competency Management
- ✓ Learning and Development
- ✓ Performance Management
- ✓ Workforce Planning
- ✓ Industry-leading software powered by Plateau
- ✓ Part of HRMS end-to-end, real-time integration



HRMS System Integration Framework

To facilitate seamless integration between systems and to track employment life cycle, NBC has taken a modern approach to software integration. NBC's integration solution is known as the HRMS System Integration Framework (SIF). HRMS SIF real-time integration includes NBC's Federal Personnel Payroll System (FPPS), Talent Management System (TMS), Workforce Transformation and Tracking System (WTTS), Entrance On Duty System (EODS), and HR-related eGov initiatives: eRecruitment (automated staffing), eTraining, eTravel, eOPF, eClearance, and EHRI.

Why choose the HRMS TMS?

- ✓ Provides multiple points of integration with FPPS
- ✓ Automates Federal commerce through the Pay.gov interface for credit card transactions
- ✓ Liberates agencies from the tedious Certification and Accreditation (C&A) process
- ✓ Offers tool to create ad hoc and canned reports
- ✓ Employs standard and custom notifications for compliancy updates and standard reporting cycles
- ✓ Provides OPM-compliant SF-182 module
- ✓ Facilitates organizational goal alignment and reporting
- ✓ Generates OPM EHRI reports
- ✓ Automates and manages federal appraisal processes
- ✓ Includes a user-friendly Learning Management System, comprehensive tools for advertising and distributing training, and resource and facility planning
- ✓ Provides managers and employees the ability to easily manage professional development
- ✓ Eliminates paper-based processes

End-to-end, real-time integration

Other NBC HR Services Offered

- ✓ Federal Personnel Payroll System (FPPS)
- ✓ Payroll Operations
- ✓ Time and Attendance Solutions
- ✓ DataMart
- ✓ Automated Staffing

Contact Information

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