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The following discussion briefly describes support for the TS 16949 Training Requirements, and the way these requirements are supported by an EPM360 solution from SSI.

EPM360 is the performance management module that integrates with EasyTrak Time and Attendance. Please refer to individual module brochures for more information.

Sections and headings below are taken from the standard:

6.2 Human Resources

6.2.1 General

“Ensure everyone working within the system is competent”:

SSI's EPM360 supports the evaluation and regular update of:

- Job requirements
- Individual performance
- Gap analysis between people and their assigned jobs, at the individual, team, or position level

This information provides the raw operational decision-making data to support continuously improving competence of the workforce relative to the requirements of the organizations work.

6.2.2 Competence, Awareness, and Training

“Train personnel and recognize their contributions”:

A gap analysis developed as described above can be used to devise training plans tightly optimized to known performance gaps, and by tracking gaps over time the data can be used to measure the effectiveness of the training provided, and focus on the most effective training systems.

“High Performers” and “Most Improved” performers can be readily identified for special recognition.

6.2.2.1 Product Design Skills

“Ensure product designers are skilled and competent”:

EPM360 includes extensive libraries of performance metrics, which are usually customized to define the requirements of specific positions. The summation of all requirements for a position defines a job description, which is used as a benchmark of expected performance, and against which required skills can be recruited or developed in existing workers.

6.2.2.2 Training

“Documented training procedures”:

EPM360 supports a library of available training systems, which can be searched for matches in measured effectiveness and impact on specific gaps as measured and described above. In this way, the catalogue of available training is demonstrably 'fit for the purpose required'.

6.2.2.3 Training on the Job

“Provide On the Job Training for new or revised jobs affecting quality “:

EPM360 includes extensive performance search and match capabilities. These targeted searches provide out-of-the-box quick search access to existing competence and knowledge within the organization.

As an employee for example, “Find Expert” returns a ranked match of employees displaying high skill levels related to a specific area(s) where I may need to increase my knowledge and skill level.

“Find Coach” on the other hand returns a ranked match of employees whose skillset suggests high levels of capability at 'my' job, and who therefore may be able to help me do a better job.

6.2.2.4 Employee Motivation and Empowerment

“Motivate employees to meet objectives and improve:”

At a high level by providing quantitative, actionable feedback EPM360 makes performance, improvement and capability building very visible within the organization. By developing and publishing clearly defined and specific objectives at the individual person – position level and measuring progress towards those goals in a self-service format, EPM360 enhances motivation, and increases a sense of empowerment for employees to know what is expected of them, and to provide the tools to make it happen.