

Criterion Talent Engagement is one of three modules that make up Criterion HCM, the comprehensive, crisp, cloud-based HCM software for the mid-market.

- Powerful, scalable functionality
- Cutting-edge user experience
- Fast, dedicated support

Our experience has been excellent. Criterion has helped our HR become more productive and efficient in numerous ways

Applicant tracking

Spend less time on recruitment admin, boring manual tasks and chasing. And more time doing what you do best - adding value by interacting with candidates.

Candidate experience optimization

Deliver an exceptional candidate experience that accelerates time-to-hire and leaves all applicants with a good taste in their mouth (to boost your employer brand).

Analytics and reporting

Understand the anatomy of your workforce, L&D and recruitment teams. So you can drive efficiency, avert disasters and make incisive strategic recommendations.

Onboarding

Build a best-in-class onboarding experience that boosts new hire retention, amps-up new hire productivity, accelerates time-to-productivity and cements your culture.

Learning management

Streamline your L&D, to deliver the right training at the right time. To amplify employee engagement, boost retention and equip your workforce with the right skills to drive business growth.

Performance management

Empower a high-performance culture, whatever your performance management processes. A performance management hub your employees actually find valuable.

Turn people management into a well-oiled machine. Unlock more value from your biggest strategic asset – your workforce.



The Deep Dive

What our clients love most about using
Criterion Talent Engagement

Applicant tracking

Streamline your unique recruitment processes

- Build a totally bespoke application journey, plus set custom pre-screening questions
- Get everything you need first time with certificate, license and document upload
- Track internal and external applicants, and find them easily with multi-tier search
- Integrate recruitment with position management to maintain strategic visibility
- Avoid costly miscommunications with custom-config requisition approval workflows

Candidate experience optimization

Boost your employer brand and attract
better candidates

- Empower fast, convenient application with Indeed Quick Apply sync
- Embed integrated job portal on your site for branded, on-page application
- Auto-send personalized communications so applicants feel valued while they wait
- Allow candidates to import and upload documents for an easier, faster application

Analytics and reporting

Increase strategic visibility, to drive improvement

- Ensure hassle-free compliance with EEOC collection and EEO-1 reporting
- Track requisition, applicant and training expenses for better business clarity
- Enhance your recruitment team's performance with individual recruiter analysis
- Make smarter decisions with 100s of reports into every crucial people metric
- Get an early warning so you can avert potential people disasters before they happen

Onboarding

Deliver onboarding that's as unique
as your business

- Build a fully-configurable onboarding hub with unlimited forms, tasks and workflows
- Prevent pre-start dropouts with preboarding functionality from offer onwards
- Capture insights to insure against future turnover with offboarding workflows
- Make sure nothing falls through the cracks with automatic traffic light notifications
- Auto-populate employee database from job application – zero admin hassle

Learning management

Increase productivity, engagement and workforce planning

- Streamline L&D with dynamic skill tracking across courses, positions and people
- Integrate your current courseware easily with full SCORM and AICC support
- Track and serve time-sensitive training needs like certificates and licenses with no lapse
- Find and fill skills gaps easily, to future-proof the organization for growth
- Schedule courses by position or learning path – enrolment handled automatically

Performance management

Empower more effective performance management

- Define unlimited customizable review templates, scales, periods and competencies
- Assign reviews automatically by employee or group with unlimited custom workflows
- Let employees or managers set unlimited goals for different reviews, periods or skills
- Deepen insight with 360° reviews (anonymity optional), to guide better management
- Make appraisals easy for managers with summary analysis of aggregate feedback
- Track appraisals, auto-notify when overdue, or escalate - so you don't have to chase

Cross-Module Functions

Joy-to-use

- Deliver a consistent, branded, fully-localized experience globally
- Consolidate multiple organizations in one database for clean one-dash view
- Integrate any tools you already use with fully-open APIs and REST APIs

Flexible

- Modify records whenever it is convenient with date-effective updates
- Add custom fields to accommodate all your unique data needs
- Build unlimited unique workflows for faster process approval across multiple levels

Hyper secure

- Safeguard access with deep-dive security profiles and two factor authentication
- Ensure max data security with above-and-beyond encryption, even at rest
- Use from almost any browser thanks to secure, rigorously tested HTML5 code

Go on – ask us what we can't do.

Your people are your biggest strategic asset. Employees expect an engaging, empowering, energizing experience at work – and they vote with their feet. To compete, you must build a world-class employee experience from hire to retire. That's where Criterion Talent Engagement comes in.

Criterion Talent Engagement unlocks maximum value from your workforce.