

e-~~N~~ccourage

Online Training-Management System



Introducing e-Ncourage -

The Training-Management System (TMS)

e-Ncourage manages the training related details of an organization, while reducing paper work considerably. This system does not do away with the organization's training process – rather - it automates the existing process and at the same time creates an historical database that tracks training-events, course registration details, and training costs.

e-Ncourage can be used by the training administrators to create courses and schedule sessions. Course and Session related information will be immediately available on the intranet. It enables each employee to initiate a training request and have it flow electronically to the approver. The superior can also enroll his subordinate directly. On approval, the employees will receive a confirmation of their registration for a session of the course.

e-Ncourage maintains a self-administering catalog of training courses, course registration capabilities, resource scheduling, trainer details and reporting capabilities. It can be modified according to the needs of the organization, to meet its own special requirements.

Philosophy

The Philosophy followed by **e-Ncourage** is that like most organizational processes, the Training Management process is a generic process that is implemented, after tweaking it to cater to certain organizational nuances.

We have translated the same paradigm into the Software world, wherein the base process and generic procedure is implemented as a set of **integrable components**. These components can be picked and chosen by our customers along with suggested customizations such that at the end of these activities, **e-Ncourage** evolves into a totally flexible solution.

The advantage of such an approach is two-fold:

- **You do not have to change the way you work for the solution, the solution changes the way it works for you. This is the difference between any “off-the-shelf” product and e-Ncourage.**
- **The lead-time avoided in case of our product as compared to any totally customized product is tremendous. This explains why one ought to prefer e-Ncourage to any fully customizable vendor offering.**

Features

Budget tracking and variance for training program based on various criteria

All training information is stored in a central database

Maintains Trainer Details

Ability to add/edit training locations

Rescheduling of sessions possible

Course enrolment summary available

Facility to send reminders for courses via auto generated e-mails

Ability to view Training Calendar

Availability of waiting list for those not accommodated for a session, integrated course request lists and validated prerequisites

Benefits

For the Organization

It helps the organization to track various costs associated with Training program

It disseminates the information pertaining to various training courses/sessions to employees, in a smooth manner

For the HR department

It helps to reduce the dependence on paperwork and the time associated with conveying any change of schedule/location

The time wasted due to following up subscriptions/ cancellation/ modification of the training modules etc. is reduced

For the Employees

The employees can see which are the most suitable courses, suitable timings etc. for him/her. This helps him/her to make better decisions on which training sessions to attend

Integration and Customization

From our experience, due to the nature of IT systems and policies in various organizations, there exists a need for integration with various legacy systems, in order to avoid duplication of data and effort. This activity is taken up as part of a separate Enterprise-wide Application Integration (EAI) task, after discussions with the functional and IT personnel in the organization.

The customization possibilities are endless. We therefore usually suggest a meeting for a detailed understanding of the client's requirements, and based on that, work on customizations which provide our client with a fully customized software experience, without the time lag associated with it.

Testimonial

"We have found CM to be highly endearing to user requirement in addition to being timely with delivery and highly cost- effective."

- Col. N. Thiagarajan

CTO, entertainment network (India) limited, part of the Benett & Coleman Group.

Testimonial

"They (CM) bring to the table, a very powerful technical skill-set for the job at hand. They are customer- focused and always willing to go the extra- mile to meet customer expectations"

- Madhav Samant

National Remuneration Manager, HLL

Contact us

CM

Software Services Pvt. Ltd.

74 / 75, 2nd Floor,
Empire Building,
Dr. D. N. Road, Fort,
Mumbai 400 001,
Maharashtra, India.

E-mail: contact@cmss.in
Telephone: +91-22-26788360/61
<http://www.cmss.in>