

The Age (Human resources in 2007 special lift-out) - September 2007

Software makes the hard stuff easier

Its root function is to eliminate many administrative and tedious tasks whilst providing secure and accessible employee data. This then allows companies to focus on more important areas of their jobs, such as their employees.

HR and Performance management software is a key offering of The Mindset Group (formerly Odin Consulting), one of Australia's leading management, people and performance consulting businesses. The Mindset Group provides advanced web-based applications for decision-support, performance management, and integrated administration tools, designed for Human Resources professionals.

The Mindset Group believes that people are the most important asset in any organisation. As the war for talent becomes a protracted global campaign, organisations have to work harder on their corporate culture to ensure that they have the sort of business where they can attract good people to join them and more importantly, retain their talented employees.

It is therefore imperative that HR professionals have leading edge tools to aid the selection, management, development and performance of employees, to effectively drive the organisation's competitive advantage.

[HR Advantage](#) is a simple to use yet powerful Human Resources software (HRIS/HRMS) program with the depth and functionality to handle a wide range of HR and Corporate objectives, starting with basic needs in small companies and fully scalable to address complex requirements in larger organisations.

[HR Advantage](#) was designed and crafted in conjunction with HR professionals right from the start. Its root function is to considerably eliminate many administrative and tedious tasks whilst providing secure and accessible employee data. This then allows clients to focus on more important areas of their jobs, such as employees.

[Performance Advantage](#) offers an innovative, cutting edge approach to administering employee performance appraisals, placing HR professionals at the technological forefront of this crucial human resources and managerial function.

[Performance Advantage](#) not only automates performance appraisal administration, it elevates it to a superb relationship, productivity and behaviour modification tool, effectively driving change, productivity, development of core competencies, and ultimately, bottom-line results for your company.

[Prevue](#) Personality Assessment provides businesses and HR Professionals with a suite of reports that assist in human resource decision-making. These reports compare the candidates' general abilities in terms of verbal, numerical and spatial skills to those of top performers.

The reports also provide an objective perspective of individual's interests and motivations in terms of the candidates' preferences for various types of work. Finally, and perhaps most significantly, [Prevue](#) provides feedback on an individual's personality traits and how they compare to the preferred traits for a specific job.

The importance of benchmarking personality traits to job requirements can be better understood by example. Consider how uncomfortable you would be if the pilot flying your next flight was a risk-taker and disliked following detailed plans? How concerned would you be if your child's school bus driver was extremely assertive and very competitive?

In addition to stipulating minimum experience and education prerequisites, the job requirements should identify the personal characteristics that are desired in a candidate.

MINDSET