Human Resource Development Module

The **Human Resource Development** module (HRD) covers employee development: appraisal interviews, person observations, trainee and probation reports, development activities agreed as a result, and the maintenance of task time shares.

Use cases

- Run appraisal interviews based on reusable interview templates with question catalogs
- Rate skills, competences and tasks as part of the evaluation
- Agree and track development activities arising from an interview
- Maintain person observations
- Create trainee reports and probation reports
- Capture and maintain task time shares

Typical roles

- Manager (conducts appraisal interviews and agrees activities)
- HRD specialist / people development (documents observations and reports)
- Employee (takes part in the interview and its follow-up activities)

Customer value

- Brings appraisal and development documentation onto the same platform as daily operations
- Creates traceability for development decisions and employee growth plans

Actions

The module menu offers the overview actions hrd_showAppraisalInterviews, hrd_showPersonObservations, hrd_showPersonTraineeReports and hrd_showPersonProbationReports, complemented by the corresponding edit actions (editAppraisalInterview, editPersonObservation, editPersonTraineeReport, editPersonProbationReport) and editTaskTimeShares for maintaining task time shares.

Configuration

The HRD actions carry no configuration forms of their own. Appraisal interviews are shaped through reusable interview templates and question catalogs maintained in the system.

Jobs

HRD has no job layer of its own; automation around appraisal interviews is currently represented in the HR integration jobs (notably hr/jobs/appraisalInterviews). When rolling this out, clarify the ownership split between the HRD user interface and the HR background automation for starting appraisal interviews and scoping participants.

This chapter will be extended over time.