



New Directions in HR Technology

Integrated Web Based

Aspiration
E-Discipline

Discipline and Grievance Management

Record details of your disciplinary cases and grievances



Line managers can now record details of their disciplinary hearings and grievance cases on line. History of previous disciplinary cases can be accessed immediately. Manager can record details of counselling sessions as well as grievances lodged by employees. Drill down departmental reports are available to analyse where disciplinary cases are most prevalent. The system provides the facility to record disciplinary cases by race, gender and occupational grouping which is used for employment equity returns

Key Features

- Secure on line Discipline and Grievance capture
- Change offence types and sanction types
- Reports by race, gender, occupational group and department
- Option of on line procedure guide
- Option of link to labour law web sites
- Tracking of cases through appeal to CCMA

Benefits to Managers

- Easy access to check disciplinary records
- On line capture of counselling, discipline and grievance records
- Quick view reporting on disciplinary cases
- Option to look up labour law and case history
- All records kept in electronic form
- Track cases to CCMA

TECHNICAL SPECIFICATIONS

The application software code is written in ASP (Active Server Pages), Javascript and VBScript. The database software used is Microsoft SQL Server 2000.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

The Aspiration server utilises the following Microsoft software products and components:

- Microsoft - Windows NT Server 4.0 (or later), Windows 2000 server, or SBS 2003
- Microsoft SQL Server 2000 or later
- Windows component - Internet Information Services (IIS)

The software is configured for Internet Explorer 5.5 (or later).

The system is a web application and is accessed through the client's Internet browser, using http. SBS 2003 will need default security settings adjusted to allow ASP.

Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E-360 Appraisal
- E-Skills Management
- E-Training Administration
- E-Career & Succession Planning
- E-Recruitment
- E-Compensation Review
- E-Employment Equity
- E- Learning Resources
- E- Discipline



Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

Aspiration is a Registered Training Provider with the ETDP SETA
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