DCHRMS | FACT SHEET

Defense Civilian **Human Resources** Management System

What Is DCHRMS?

Defense Civilian Human Resources Management System (DCHRMS) is a cloud-based human resources personnel system that is integrating six different databases into one. DCHRMS is making it more flexible to share information between Components, while standardizing and streamlining personnel processes. Some of the guiding principles for DCHRMS include a single employee database for the DoD, increased business efficiencies, recruit-to-fill, compensation, transfers, and self-service capabilities for managers and end users. These capabilities will enhance the user's ability to execute a wide range of human resources functions.

In addition, DCHRMS will include Performance Management to support the Defense Civilian Intelligence Performance System and the Defense Performance Management and Appraisal Program. This will allow users to navigate within one system to execute core HR and performance management processes. The application offers an automated performance management solution, which includes a dashboard for managers, links to employee within-grade increases, and performance awards.

How will DCHRMS benefit the workforce?

DCHRMS' single employee database will increase business efficiencies and expand the following capabilities: recruit to fill, compensation, transfers, and self-service for managers and end users. Additionally, DCHRMS offers a single employee record, standardized HR processes, transparency of HR actions, and business continuity.

What are some additional key capabilities DCHRMS will provide?

DCHRMS allows HR users, managers, and employees to support day-to-day HR operations with enhanced decision support using data analytics to plan and manage DoD's civilian workforce. This will improve coordination between military and civilian HCM systems, and provide greater access with roles, permissions and standardized data for users. The self-service feature is also a key benefit for managers and employees.

Employees:	Managers:	HR Professionals:
• View your personal details • Navigate the employee directory • Use self-service to submit change requests • Performance Management	• View your own team • Submit actions through self-service • Route your actions through different workflows, depending on the transaction • Performance Management	• Real-time transparency • Robust reporting capabilities • Initiate, review and automate transaction • HR transactions • Performance Management

Department of Defense
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