

The improvement of an individual's performance & their contribution to value generation is a challenge that every HR department must address daily. A performance management system that enables HR managers to design & manage performance processes using adequate techniques, such as top-down, self-assessment, peer-to-peer, 180 degrees & 360 degrees helps move the organization.

PeopleNet Performance Management module evaluates the performance of each individual & identifies strengths & weaknesses providing relevant information such as personal development, training & career planning.

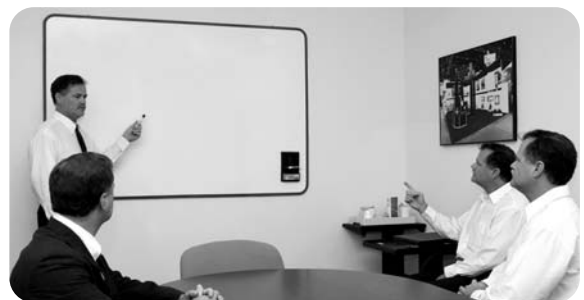
HR Area

- Design performance plans & processes.
- Define different types of objectives (quantitative & qualitative).
- Define different types of competencies.
- Objectives and competencies can be assigned either in a dynamic manner during the appraisal process, or in a planned way.

➔ FLEXIBLE GROUPING OF OBJECTIVES & COMPETENCIES SUBJECT TO BE APPRAISED

- Appraisal plans allow to distinguish two types of processes: Performance processes (based on objectives) & assessment processes (evaluation process which focuses on appraising competencies, skill, attitudes, responsibility, etc.).
- Define performance goals with measurable outcomes.
- Define the different stages of the process: criteria setting, follow-up & closing stages.
- Specify the people involved in the process:
 - Automatic and massive assignment of appraisers to simplify the process set-up depending on the appraisal technique used: self-assessment, 180 and 360 degree feedback, feedback from peers, customers...
 - Automatic & massive assignment of appraisees on the basis of different eligibility criteria.
- Assign defined individual criteria or those defined & assigned to different organizational levels (company, department, job, position, persons,...) .
- Automatically generate evaluation forms available on paper or through self-service.

➔ SAVE TIME BY AUTOMATICALLY GENERATING ASSESSMENT FORMS



- Record appraisal results during the follow-up & closing stage.
- Detect new training, rotation or promotion needs.
- Manage employee performance & potential.

➔ EVALUATION OF KNOWLEDGE LEVELS & OBJECTIVE COMPLIANCE PROGRESS.

- Manage compliance levels for qualitative objectives.
- Analyze distribution of global results.
- Graph which compares self-assessment results with an overall appraiser average.
- Gauss graph: shows distribution of appraisees, allowing result adjustment to the fixed % at a corporate level.
- Graphs & reports provide information on the performance of individuals & groups, & the progress of appraisal plans.

➔ IMPROVE THE QUALITY OF INFORMATION ANALYSIS

Managers

- Record assessment results.
- Managers can evaluate employees' progress, skill levels, & objectives, pinpoint bottlenecks, analyze individual appraisal processes, & compare appraisees' results.
- Analyze performance processes & compare results of evaluated employees.
- Develop and administer a coaching and improvement plan if the employee is not meeting expectations.
- Before the final salary raise, the responsible will have the last evaluation as decision making support tool.

➔ IT DETECTS EMPLOYEE'S POTENTIAL, BY RECOGNIZING HIS/HER WORK THROUGH COMPENSATION

Employees

- Possibility to conduct 360° appraisals.
- Possibility to conduct self-assessment.
- Review & accept all evaluation criteria.
- Access to his/her action plan based on appraisal results.

➔ INCENTIVATE PERFORMANCE OF EMPLOYEES & MANAGERS

Mobile Users

Management of messages

- Forwarding e-mail or text message communications to participants: process start up, criteria setting, follow-up & closing stages.
- Send requests / confirmation.

➔ EFFECTIVE COMMUNICATION MANAGEMENT



Service & content providers

- Access to information provided by external providers: competency & objectives definition, evaluation tests, training providers, etc.

➔ IT GRANTS ACCESS TO SERVICE PROVIDERS