



## Performance Review Section Score Metrics

**Performance** review section scores can be added as a metric for **performance** reviews that are in a Queued, Not Started, In Progress, Complete, or Expired status. This includes both active and inactive **performance** reviews.

Search Fields and Metrics

Select user custom fields and metrics from Performance or Succession.

All Field Types

Search

(107 Results) 1 2 3 4 5 > >>

Fields and Metrics

	TITLE	TYPE
<input type="checkbox"/>	2009 Annual Performance Review	Performance Review
<input type="checkbox"/>	2009 Annual Performance Review - Ad Hoc	Performance Review
<input type="checkbox"/>	2010 Mid Year Performance Review	Performance Review
<input type="checkbox"/>	2010 Mid Year Performance Review - Ad Hoc	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review - Annual Job Performance Questions	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review - Annual Job Performance Questions	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review - Competency Rating	Performance Review
<input type="checkbox"/>	2010 Year End Performance Review - Competency Rating	Performance Review
<input type="checkbox"/>	2011 Annual Performance Review	Performance Review
<input type="checkbox"/>	2011 Annual Performance Review	Performance Review
<input type="checkbox"/>	2011 Annual Performance Review - Competency Rating	Performance Review

On the Search Fields and Metrics pop-up, **performance** review section scores display as <**Performance** Review Name> - <Section Name> (e.g., 2011 Annual **Performance** Review - Work Culture Ratings).

Only current sections included in a **performance** review task are included in the Search Fields and Metrics pop-up. That is, if a **performance** review task has been modified to remove a section or add a section, then only the current (at the time the pop-up is opened) sections are included in the task.

### Considerations

- Only rated sections within **performance** reviews are available as a metric in compensation management, which includes Question List, Goal Rating, and Competency section types.
- Calculations for **performance** review section scores are independent of the weighting of the section in an individual step of a **performance** review. Calculations take into account the weighting of individual steps within the **performance** review.
  - Performance** Review Section Score = ( (<Section Score – Step 1> \* <Step 1 Weighting>) + (<Section Score – Step 2> \* <Step 2 Weighting>) + ... + (<Section Score – Step n> \* <Step n Weighting>) ) / (<Step 1 Weighting> + <Step 2 Weighting> + ... + <Step n Weighting>)

**Note:** Not all steps within a **performance** review contain a specific section. In such cases, the step is not included in the calculation.

- When specific **performance** review section scores are used as metrics, the score calculation applies to completed tasks at the user level as currently implemented for overall **performance** review scores.
- Users that do not have a Completed status for the associated **performance** review have an inapplicable **performance** review section score.

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Performance Review Section Score Metrics

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