

Powering Up Performance Management - An Integrated Approach to Getting the Best from Your People

Gower Publishing Company - Business Software and Technology Trends

Description: -

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Personnel & human resources management
Powering Up Performance
Management - An Integrated Approach to Getting the Best from
Your People

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Notes: -

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Figure 5. Employee experience: Old rules vs. new rules

Old rules	New rules
Employee experience defined by annual engagement surveys	Employee experience defined as a holistic view of life at work, requiring constant feedback, action, and monitoring
Culture is a topic on the company website and part of the work, but not measured or defined through behavior	Company uses tools and behaviors to measure, align, and improve culture during change, M&A, and other major initiatives
Companies have a series of HR leaders across recruiting, learning, rewards, engagement, and other HR services	Companies have someone responsible for the complete employee experience, focused on employee journeys, experiences, engagement, and culture
Compensation, benefits, and rewards are managed with a focus on benchmarking and fairness	Compensation, benefits, rewards, and recognition designed to make people's life better and balance financial and nonfinancial benefits
Wellness and health programs are focused on safety and managing insurance costs	Companies have an integrated program for employee well-being focused on the employee, her family, and her entire experience at life and work
Rewards are designed to cover salary, overtime, bonus, benefits, and stock options	Rewards also include nonfinancial rewards: meals, leaves, vacation policy, fitness, and wellness programs
Employee self-service is viewed as a technology platform that makes it easy to complete HR transactions and reports	The employee experience platform is designed, mobile, and includes digital apps, prescriptive solutions based on employee journey, and ongoing communications that support and inspire employees

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