

## Human Resource & Payroll

# Performance Management

Automate the performance management process and gain complete insight into workplace performance.

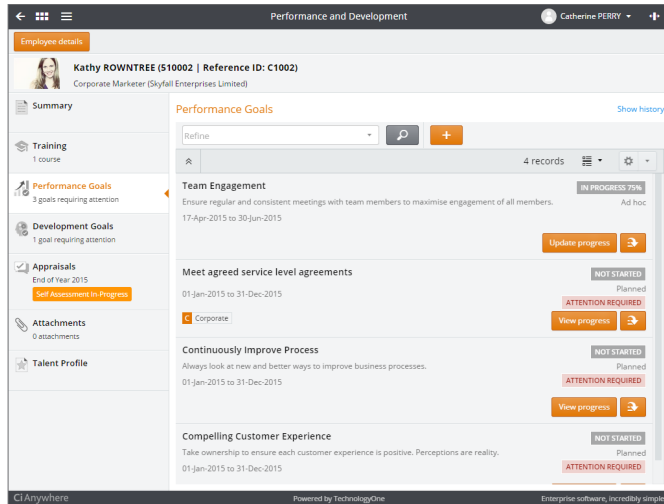


### Key features and benefits

- Access a single source of truth for workforce performance
- Improve employee engagement by aligning employee performance with corporate and team goals
- Streamline approvals with workflow enabled processes
- Simplify the performance management process with position based performance templates
- Prioritise training and development needs
- Identify, retain and reward high performers through an integrated HR and Payroll solution
- Achieve fast time-to-value with proven rapid deployment
- Access using any web-enabled device

## Align employee performance with corporate goals

Cascade down corporate goals from directors to managers to teams in order to align employee performance and business strategy, with the flexibility to create additional team and individual goals ad hoc.



## Leverage best practice processes

Access a range of performance templates, competency frameworks and skill libraries for best practice processes. Define your own performance plan templates for different employee groups based on custom appraisal requirements, performance and development goals, skills and competencies, duties and accountabilities.

## Reduce risk with sophisticated succession planning

Retain top talent and reduce corporate risk with succession plans for business critical positions. Identify and track potential leaders for future grooming.

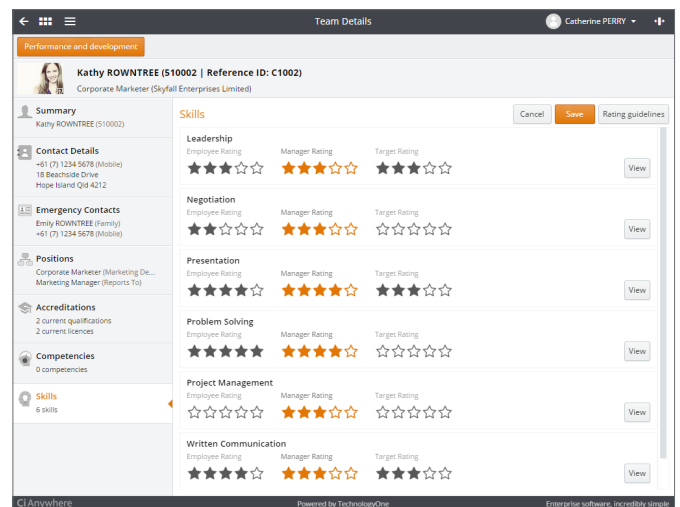
## Automate and standardise the performance management process

Gain a consolidated view of all items requiring attention with the inbuilt workflow inbox. On submittal, employee appraisals are sent to managers for review and comment before passing on to the next stage in the workflow. Employees can then be immediately placed into relevant training courses to address specific development or re-skilling needs. Performance plans can be produced automatically based on the employee's position type.

## Increase employee engagement and retention

The simple, modern interface is easy to use and requires minimal guidance ensuring fast uptake. Empower employees to update their own skills, qualifications and current licences and easily identify the next steps required to progress their careers.

Enable employees to update their progress towards goals at anytime, on any device. Development goals can be focused on the individual's career ambitions as well as compliance requirements related to their role. The integrated training module enables employees to achieve goals by applying for training to obtain additional skills, competencies, certifications and licences.



## Gain workforce insight

Real-time reports and dashboards with drill down capabilities provide insight into workforce engagement, performance and progress towards corporate and team goals. Easily identify top performers, see the skills and capabilities of existing employees and identify skills gaps to inform training and recruitment plans.

## Available anywhere, anytime, on any device

The browser-based app runs on any web-enabled device, including laptops, tablets and smartphones. There are no issues with device compatibility and employee data is password protected.