Automating Appraisal

BAT
A BETTER TOMORROW

Context

Performance **Appraisal** for Y1

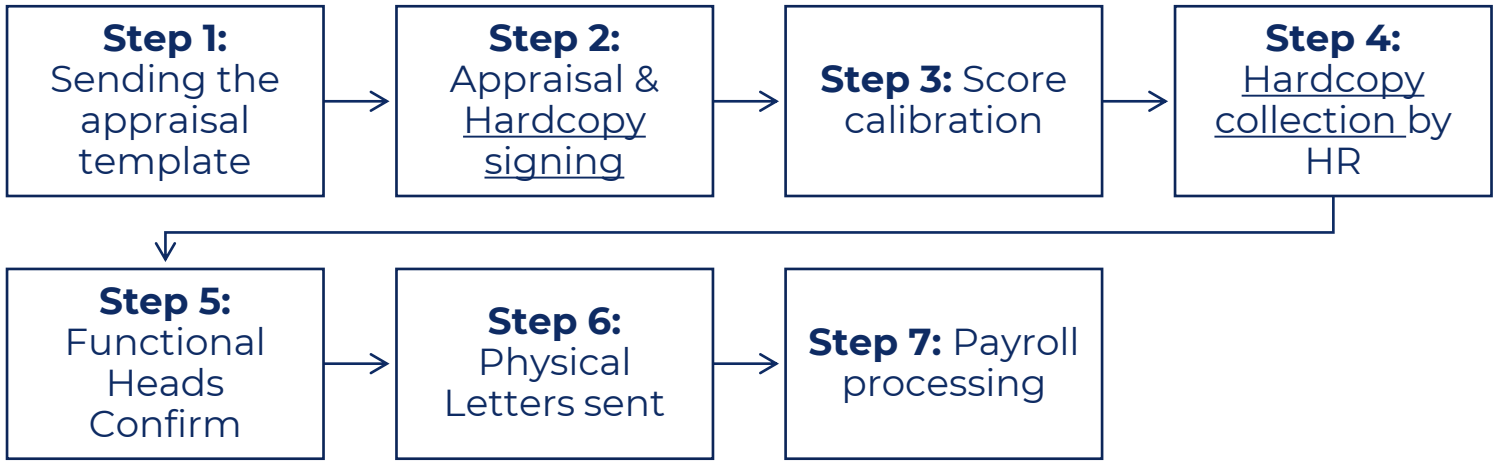
simultaneous

Performance **Objective Setting** for Y2

3 FACTORS ASSESSED/SET:

1. KPI (usually team-based, but teams can differ)
2. Business Deliverables (team or individual-based)
3. Development Deliverables (individuals)

Defining the process



CURRENT
- ***Manual***
- ***Lengthy***
- ***Not-eco friendly***

FUTURE:
- ***Automated***
- ***Paperless***
- ***Future-fit***

# of shopfloor employees

800+ in 2019 → **900+** in 2020 → **1000+** in 2021

Considerations

- **Team-wise KPIs** need to entered by Line Managers for **multiple employees** even if team stays constant
- In case, **employees are on leave**, difficult to get their **signatures**
- Shift-based work hours → Difficult for line managers to **coordinate physical hardcopies**
- Physical hardcopies are **NOT eco-friendly**
- Physical hardcopies can get **LOST**
- Restrictions of Shopfloor- **not very digitally adept**
- Human Alterations we make, which needs to exist in potential automated system:
  - Scope for justification of scoring to functional heads
  - Scope for HR end approval dept-wise to ensure that we do not exceed limitation
  - Scope to assign line managers
  - Scope to have data checks before data gets locked

- **Live Dashboard Viewpoints:**
  - Line Manager & Employee
  - HR
  - Functional Heads (Summary Data)