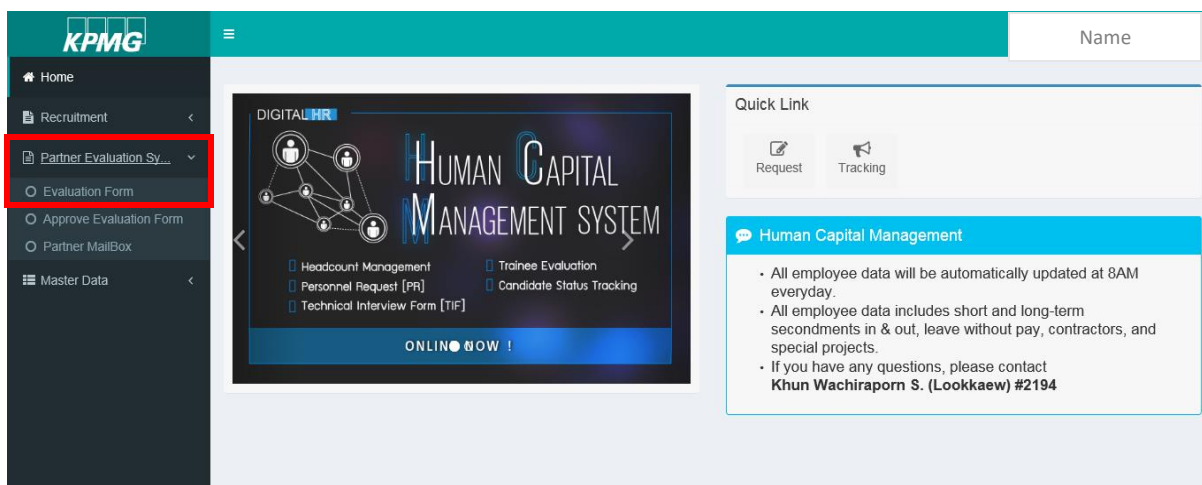


Guide to PES (Partner Evaluation System) For Partners and Directors Thailand/Myanmar/Laos


Instructions

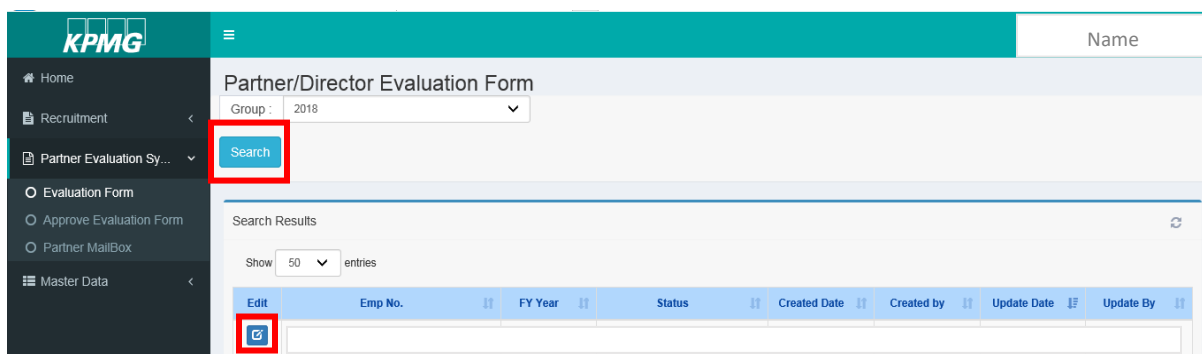
1. Access “PES”

- You can access PES from Human Capital Management System (HCM) database at Thailand Portal or by clicking at this [link](#).
- Go to Menu bar and click “**Partner Evaluation System**”
- Select “**Evaluation Form**” to go to your personal evaluation form



2. Create your 2018 Performance Evaluation Form

- Choose year 2018 and click “Search” button, your evaluation form will appear in the list below. Click at  to load the form.



3. Complete your Performance Evaluation Form

- Please read the instructions before completing the form.
- Once completing the form, click “Submit” to send the form to your approver for feedback and rating. (The system will automatically route your form to your BU Head/Group Head/Practice Head and CEO respectively).
- Click “Save Draft” to complete the form later.
- After clicking “Submit” form, an email notification will be sent to the next approver.
- Once the final approval process has been done, an email notification will be sent to the appraisee. The appraisee will be able to see all the feedback and final rating on his/her annual performance.

Partner/Director Evaluation Form

2018 Personal Performance Evaluation

Partner / Director (Thailand / Myanmar / Laos)

Instruction

Please complete the form and submit to your BU Head, Practice Head for his/her evaluation and concurrence before submitting to CEO by 16 July 2018.

Please refer to the information in your 2018 Personal Performance Plan previously submitted. For further enquiries on this form, please contact Sithakarn (ext. 2960).

Notice : The information to be provided by Audit Partner/Director will never include non-audit fees generated on KPMG audit clients.

Remarks: This form is not required for those who is proposed as candidate to be promoted to Shareholder or Partner.

Name :

Group :

Rank :

Evaluation Status :

Other roles at office-wide level :
(i.e. Member of PPC, National Account Plans, other committee etc.)

Self - Evaluation* :

Notice : Formal evaluation will be ultimately determined by Function Head and/or CEO that may not match with the your self-evaluation.

Submission & Approval Status

Position	Name	Signature
Partner / Director		
BU Head / Group Head		
Practice Head		
CEO		

Reference

	File Name	Description
1	FY2018_PPPlan_	f

Performance Evaluation Form

360 C Feedback

1. Top 5 Priorities and Achievement

Question	Answer
Priorities <p>What are top 5 priorities set in your Personal Performance Plan? (Please refer to your Personal Plan in reference section)</p>	

4. Approve the Form (For BU Head/Group Head/Practice Head/ CEO only)

- Go to Menu, Select “ **Approve Evaluation Form**”, the partners and directors’ evaluation form in your BU/Group will appear in the list, select the form to evaluate and provide your feedback and rating before submit to the next approver.
- You can ask the appraisee to revise the form by clicking at “Revise” button.

5. Complete 360°C Feedback Form

- Click Tab “**360°C Feedback**” to provide feedback to CEO, individual partner and director including units in Practice Management and Shared Services. Your feedback will only be sent and visible to CEO.
- Select “**Feedback Type**” and key in name of CEO/ Partner/Director to provide individual feedback or select “Unit Group” to provide feedback to units in Practice Management Support and Shared Services

Performance Evaluation Form 360 C Feedback

Instruction
This form is used for upward feedback for Partners / Directors including Practice Support and Shared Services units for recognition and to identify area for improvement for the individual / firm.
Please select "Feedback Type" and key in name of Partner/Director to provide individual feedback or select "Unit Group" to provide feedback to Practices Support and Shared Services Unit.

Feedback Type*: Partner/Directors

Name*:

Feedback*: - Select -

Appreciations:

Employee Name:

Recommendations for Improvement:

Add Feedback Cancel

Feedback

Partner/Directors Group Name	Feedback	Appreciations	Recommendations
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PES Hotline:

- Technical Problems : Contact Khun Darunee (IT) at ext. 2026 or Teeraphon (IT) at ext. 2033
- Questions on the Forms: Contact CEO Office, Khun Sithakarn ext. 2960 or Khun Piyawan at ext. 2672