

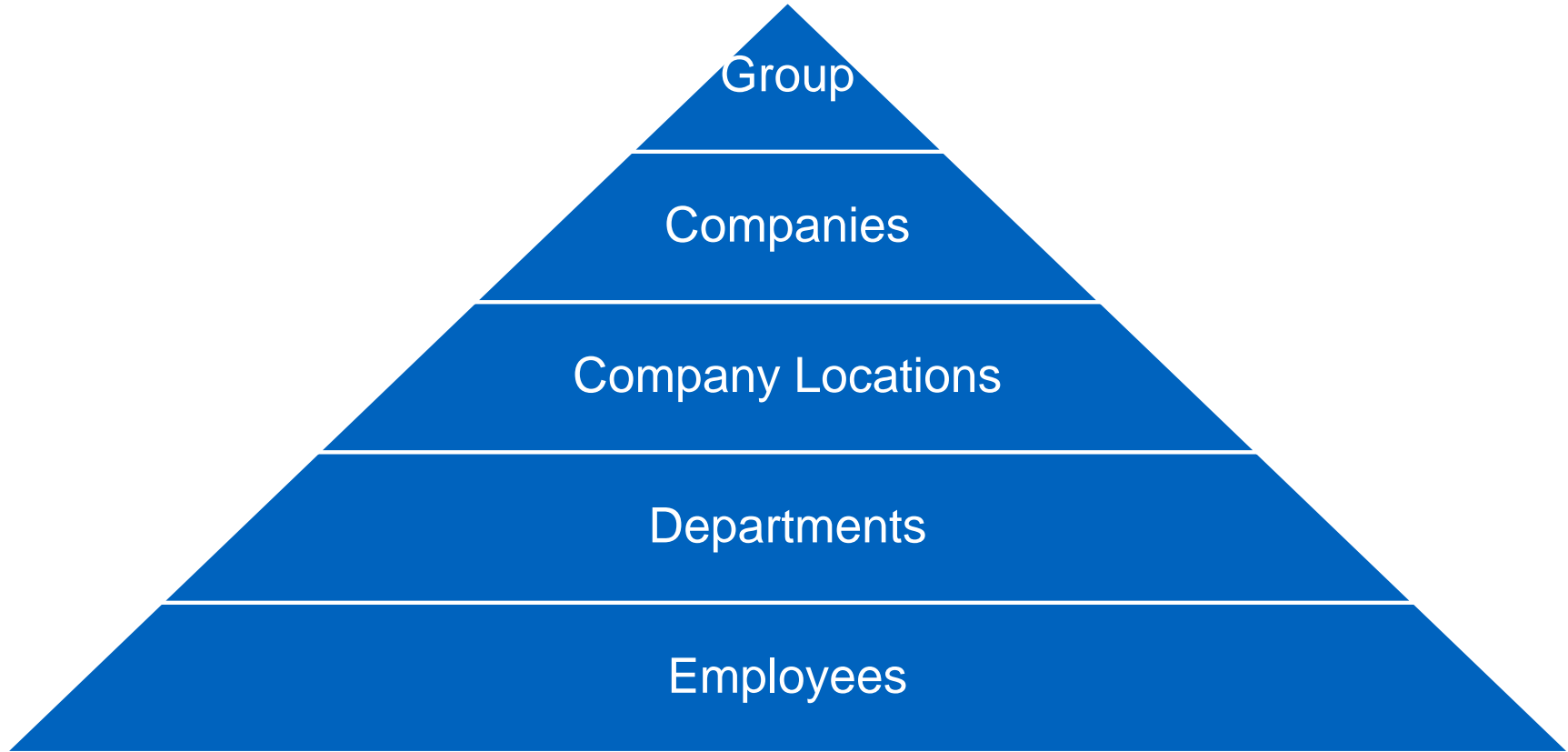
Enabling Dynamic Workforce

HRMS-ONE

Enthusiasm has great strength. There is no greater strength than enthusiasm. There is nothing which is not attainable in this world for the enthusiastic.

We want to help organizations build dynamic work force driven by Enthusiasm

HRMS Enterprise Architecture



Modules

Employee Profile

Recruitment
Management

Payroll

Leave Management

Performance
Management

Employee Self
Service

Promotions &
Transfers

Time management &
Shift Planning

Training

Travel and Expenses


Separation

Health and Safety
Management

Performance Management

Global setup – Performance Period

Define Performance period. This could be like half yearly, Annual, Quarterly or Project Based.

**Asim Nilose**
COO

Search...

Indiba DASHBOARD

Indiba Details

Global Setup

Company

Payroll Setup Component

Payroll Components

Employee Profile Setup

Qualification

Asset Management

Training

Period









Period

From:

To:


☐ Status

Create Period

Name	From	To	Status	Action
Annual(2016-17)	01-04-2016	31-03-2017	Yes	 
H1(2016-17)	01-04-2016	30-09-2016	No	 
H2(2016-17)	01-10-2016	31-03-2017	No	 
Project End (2016-17)	01-04-2016	31-03-2017	No	 

Global setup – Performance Activity

HRMSONE

**Dr. Dhirendra Gautam**
CEO

Search...

Indiba DASHBOARD

Indiba Details

<

Global Setup

<

Employee Management

<

Employee Self Service

<

Leave Management

<

Payroll Management

<













Performance Activity

1007


Release Final Rating

Description

Create Activity

Code	Name	Description	Action
1001	Goal Setting		 
1002	Goals Review by supervisor		 
1003	Goals Review by Reviewer		 
1004	Self Evaluation		 
1005	Supervisor Evaluation		 
1006	Reviewer Evaluation		 

Global setup – Performance Calendar

**Dr. Dhirendra Gautam**
CEO

Search...

Indiba DASHBOARD

- Indiba Details
- Global Setup
- Employee Management
- Employee Self Service
- Leave Management
- Payroll Management
- Time Management
- Performance Management

Performance Calendar

Period*

Select Period

Performance Activity*

Select Performance Activity












Start Date:



End Date:





Create Calendar

Period	Performance activity	Start date	End date	Action
Annual(2016-17)	Goal Setting	01-03-2016	15-03-2016	 
Annual(2016-17)	Goals Review by supervisor	16-03-2016	20-03-2016	 
Annual(2016-17)	Goals Review by Reviewer	21-03-2016	25-03-2016	 
Annual(2016-17)	Self Evaluation	01-02-2017	05-02-2017	 
Annual(2016-17)	Supervisor Evaluation	05-02-2017	10-02-2017	 
Annual(2016-17)	Release Final rating	04-04-2016	04-04-2016	 


Global setup – Goal Perspective


Create different goal perspective in order to align to larger organization level goals


**Asim Nilose**
COO


Search... 


Indiba DASHBOARD


 Indiba Details <


 **Global Setup** v


 Company <


 Payroll Setup Component


 Payroll Components <


 Employee Profile Setup


 Qualification <

 Asset Management <

 Training <









 Travel Setup <

 Accident Master <

 Performance Master v


Goal Perspective Master

[Create Goal perspective](#)

Name	Action
Customer	 
Internal	 
Financial	 
Learning and Development	 

Global Setting- Attributes Master

Create Attributes with their definitions

**Asim Nilose**
COO

Search...

Indiba DASHBOARD

Indiba Details <

Global Setup <

Employee Management <

Employee Self Service ▾

- Employees
- Leave Request
- Salary Structure
- Attendance
- Salaryslips

Attribute Master

Code*

Name*

Definition

Status

Create Attribute Master

Code	Name	Definition	Status	Action
1001	Communication	Capability of an individual to convey the right information and influence others towards desired action either verbally or by written means		
1002	Analytical Ability	Ability to make systematic and rational judgement based on relevant information		
1003	Team Skills	It is the ability of an individual to create an environment of trust and cooperation through an open exchange of ideas towards achieving team goals.		
1004	Customer Orientation	Focuses on discovering customer's needs and finding out how to best meet them. Works to create customer focused services and solutions.		

Set goals and Attributes

Employee updates the goals after discussion with supervisor
Select the period for the specific employee and then clock Set Goals.

HRMSONE

Asim Nilose
COO

Search...

Indiba DASHBOARD

Indiba Details <

Global Setup <

Employee Management <

Employee Self Service >

Employees

Leave Request

Salary Structure

Goal Setting

Annual(2016-17) ▼

Create

Base	Period	Employee Name	Appraiser	Reviewer	Action
Annual(2016-17)	From: 01-04-2016 To: 31-03-2017	Asim Nilose	Dr. Dharendra Gautam	Dr. Dharendra Gautam	Set Goals

Set goals and Attributes

Employee updates the goals after discussion with supervisor

The sum of weightage of goals and attributes should be 100%

After the goals are added – confirm the goals. After confirmation , mail will be sent to supervisor.

Set Goals And Attribute

Performance Type

Select Type ▼

Target

Target/Unit

Weightage

Weightage






Aligned To Supervisor



Select Option ▼

Measure

Measure

Create Goal

Employee Goals					
Goal Perspective	Weightage	Measure	Target	Aligned	Action
Financial	30	New Customer acquisition	10	Yes	
Customer	30	Revenue increment	5 cr / year	Yes	
Internal	5	Employee retention	less than 10%	Yes	
Learning and Development	5	Certified associates	1 per employee	Yes	
Customer	10	customer satisfaction	average 98%	Yes	

Employee Attribute & Definition					
Attribute	Weightage	Measure	Target	Aligned	Action
Communication	5	Public speaking and customer interactions	-	No	
Analytical Ability	5	Deal closures with logics	-	Yes	


Send For Confirmation

Back

Goal Approval - 1

Supervisor will do the goal approval.
Select the employee and click show Goal List.

HRMSONE



Dr. Dharendra Gautam
CEO

Search...

Indiba DASHBOARD

Indiba Details

Global Setup

Employee Management

Employee Self Service

Leave Management

Payroll Management

My Team For Goal Approval

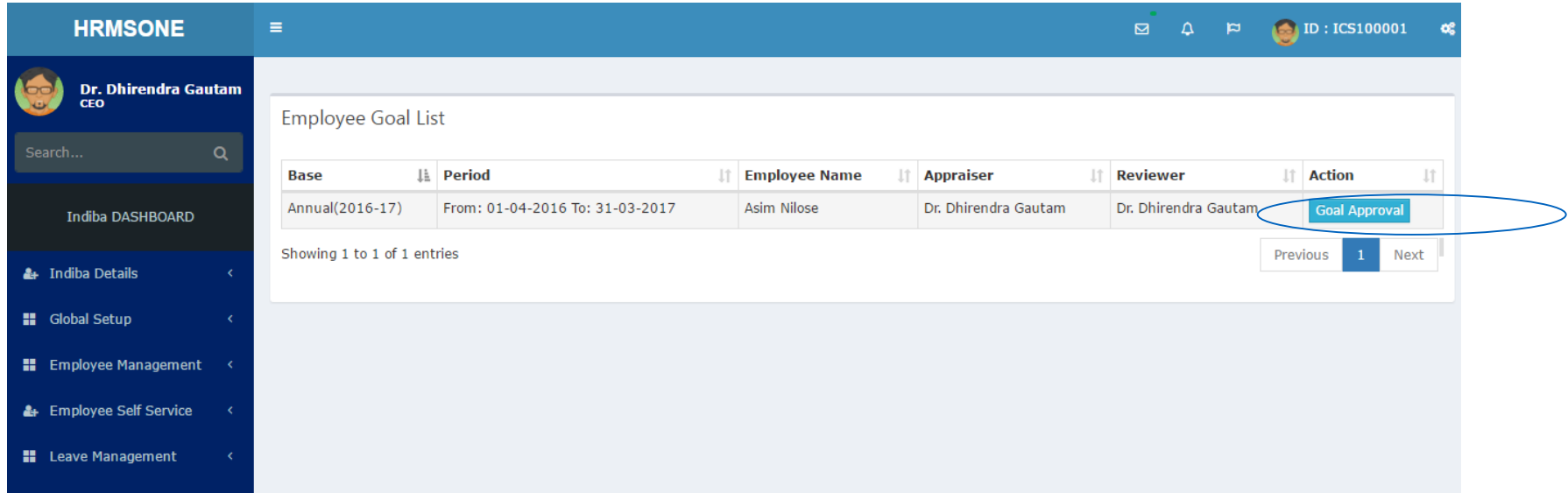
Employee ID	Employee Name	Department	Designation	Contact No.	Action
ICS100001	Dr. Dharendra Gautam	Navi Mumbai - Management	CEO	9987454045	Show Goal List
ICS100002	Asim Nilose	Navi Mumbai - Management	COO	9028013279	Show Goal List
ICS100018	Shraddha Jain	Navi Mumbai - Finance	IFC Consultant	9088721289	Show Goal List

Showing 1 to 3 of 3 entries

Previous1Next

Goal Approval - 2

Click Goal Approval



The screenshot shows the HRMSONE web application interface. The top navigation bar is blue with the HRMSONE logo, a menu icon, and user information (ID: ICS100001). The left sidebar is dark blue with the user's name (Dr. Dhirendra Gautam, CEO) and a search bar. Below the search bar is the 'Indiba DASHBOARD' section with links to Indiba Details, Global Setup, Employee Management, Employee Self Service, and Leave Management. The main content area is titled 'Employee Goal List' and contains a table with the following data:


Base	Period	Employee Name	Appraiser	Reviewer	Action
Annual(2016-17)	From: 01-04-2016 To: 31-03-2017	Asim Nilose	Dr. Dhirendra Gautam	Dr. Dhirendra Gautam	Goal Approval

Below the table, it says 'Showing 1 to 1 of 1 entries'. At the bottom right of the table, there are pagination controls: 'Previous', '1' (selected), and 'Next'.

Goal Approval - 3

Review Goals and previous Promotion details and Confirm goals.

HRMSONE

**Dr. Dharendra Gautam**
CEO

Search...

Indiba DASHBOARD

Indiba Details

Global Setup

Employee Management

Employee Self Service

Leave Management

Payroll Management

Final Comment

Appraisee Report

Appraiser Report

Reviewer Report

Final Report

All Employee Detail

Team Member Report

Calendar

Training Request

Employees For Training

Training Plan Report

Promotion Management

Separation Management






Recruitment Management



Goal Confirmation

Employee Details

Employee Id	Name	Age	Department	Date Of Joining	Grade	Current Designation
-------------	------	-----	------------	-----------------	-------	---------------------

Goal List

<input checked="" type="checkbox"/>	Goal perspective	Goal weightage	Goal measure	Target	Aligned	Action
<input checked="" type="checkbox"/>	Financial	30	New Customer acquisition	10	Yes	
<input checked="" type="checkbox"/>	Customer	40	Revenue increment	5 cr / year	Yes	
<input checked="" type="checkbox"/>	Internal	5	Employee retention	less than 10%	Yes	
<input checked="" type="checkbox"/>	Learning and Development	5	Certified associates	1 per employee	Yes	
<input checked="" type="checkbox"/>	Customer	10	customer satisfaction	average 98%	Yes	


<input checked="" type="checkbox"/>	Attribute	Goal weightage	Goal measure	Target	Aligned	Action
<input checked="" type="checkbox"/>	Communication	5	Public speaking and customer interactions	-	No	
<input checked="" type="checkbox"/>	Analytical Ability	5	Deal closures with logics	-	Yes	


Confirm | Back

Self Evaluation -1


Employee would do the self evaluation


HRMSONE


 **Asim Nilose**
COO


Search... 


Indiba DASHBOARD


 Indiba Details <


 Global Setup <


 Employee Management <





 Employee Self Service v

 Employees

 Leave Request

 Salary Structure



    ID : ICS100002

Performance Goal List

Base	Period	Employee Name	Appraiser	Reviewer	Action
Annual(2016-17)	From: 01-04-2016 To: 31-03-2017	Asim Nilose	Dr. Dharendra Gautam	Dr. Dharendra Gautam	Self Comment

Showing 1 to 1 of 1 entries

Previous

1

Next

Self Evaluation -2

Update Self comments and click create comments.
You will get message 'Self Comments created successfully'.

● Promotion Management <

● Separation Management <

☰ Recruitment Management <

☰ Travel Management <

☰ Training Management <

● Health Safety Management <

Department

Designation

Grade

Category

CTC

From

To

Goal Rating

Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment
Communication	5	Public speaking and customer interactions	-	No	Needs improvement
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures

Create Comment

Created Goal Rating

Self Evaluation -3

Click Overall Comment after all comments individual goal / attribute comments are updated.

Training Management <

● Health Safety Management <

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	
Created Goal Rating						
Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Financial	30	New Customer acquisition	10	Yes	New customers in Q1-Rajgreens,Abhishek	
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	
Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	

Overall Comment

Self Evaluation -3

Click Overall Comment after all comments individual goal / attribute comments are updated.

Training Management <

Health Safety Management <

Overall Comment

Overall Performance is good with self rating being 5]

Create

Created Goal

Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Financial	30	New Customer acquisition	10	Yes	New customers in Q1-Rajgreens,Abhishek	
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	






Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	



Overall Comment

Self Evaluation -4

Confirm Self evaluation after overall comments are updated.
Email will be sent to supervisor

Created Goal Rating

Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Financial	30	New Customer acquisition	10	Yes	New customers in Q1-Rajgreens,Abhishek	
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	

Overall Comment

Overall Comment


<input type="checkbox"/>	Overall Comment
<input checked="" type="checkbox"/>	Overall Performance is good with self rating being 5

Confirm

Appraiser Evaluation -1

Select the employee for whom evaluation needs to be done

HRMSONE

**Dr. Dharendra Gautam**
CEO

Search...

Indiba DASHBOARD

Indiba Details <

Global Setup <

Employee Management <

Employee Self Service <

Leave Management <

My Team For Appraiser


Employee ID	Name	Department	Designation	Contact No.	Action
ICS100001	Dr. Dharendra Gautam	Navi Mumbai - Management	CEO	9987454045	Show Goal List
ICS100002	Asim Nilose	Navi Mumbai - Management	COO	9028013279	Show Goal List
ICS100018	Shraddha Jain	Navi Mumbai - Finance	IFC Consultant	9088721289	Show Goal List


Showing 1 to 3 of 3 entries

Previous 1 Next


Appraiser Evaluation -2


Click Appraiser Comment for the selected employee and period


**Dr. Dhirendra Gautam**
CEO


Search... 


Indiba DASHBOARD

 Indiba Details <

 Global Setup <

 Employee Management ▾

 Employee Profile <

 Employee Induction <

Goal Bunch List

Base	Period	Employee Name	Appraiser	Reviewer	Action
Annual(2016-17)	From: 01-04-2016 To: 31-03-2017	Asim Nilose	Dr. Dhirendra Gautam	Dr. Dhirendra Gautam	Appraiser Comment

Showing 1 to 1 of 1 entries

Previous 1 Next

Appraiser Evaluation -2

Click Create after evaluation.

After create, ratings will be created based on weightage average.

Reports

Employee Self Service

Leave Management

Payroll Management

Time Management

Performance Management

Promotion Management

Separation Management

Recruitment Management

Travel Management

Training Management

Health Safety Management

Goal Rating

Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating
Financial	30	New Customer acquisition	10	Yes	New customers in Q1- Rajgreens,Abhishek	Good.However 5 additi	4
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	Agree 6 cr achieved	4
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	Some key people left	4
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	good	3
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customer	4

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	3
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though coi	4

Create

Appraiser Evaluation -3

Click Create after evaluation.

After create, ratings will be created based on weightage average.

Reports

Employee Self Service

Leave Management

Payroll Management

Time Management

Performance Management

Promotion Management

Separation Management

Recruitment Management

Travel Management

Training Management

Health Safety Management

Goal Rating

Goal Perspective	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating
Financial	30	New Customer acquisition	10	Yes	New customers in Q1- Rajgreens,Abhishek	Good.However 5 additi	4
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	Agree 6 cr achieved	4
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	Some key people left	4
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	good	3
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customer	4

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	3
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though coi	4

Create

Appraiser Evaluation -4

Update overall comment for appraise. Click Overall comment



		increment						
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	Some key people left	5	
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	good	4	
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customers did not give survey	5	

Appraiser Rating For Goal= 4.45

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	

Appraiser Rating For Attribute= 0.45

Overall = 2.6750000000000003

Overall Comment

Overall Comment

Appraiser Evaluation -5

Update overall comments with recommendations if any.

Recruitment Management <

Travel Management <

Training Management <

Health Safety Management <

Customer	40	Revenue	5 cr / year	Yes	6 crore revenue	Agree 6 cr achieved	5	
Internal						key people left	5	
Learning and Development		certified associates	4 per employee	Yes	5 of 10 employees have been certified		4	
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customers did not give survey	5	

Appraiser Rating For Goal= 4.45

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	

Appraiser Rating For Attribute= 0.45

Overall = 2.6750000000000003

Overall Comment

To be considered for promotion

Create

Appraiser Rating For Goal= 4.45

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	

Appraiser Rating For Attribute= 0.45

Overall = 2.6750000000000003

Appraiser Evaluation -6

Confirm overall comment.

Attribute	Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Rating	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	

Appraiser Rating For Attribute= 0.45
Overall = 2.6750000000000003

Overall Comment

Overall Comment


<input checked="" type="checkbox"/>	Overall Comment
<input checked="" type="checkbox"/>	To be considered for promotion

Confirm

Back

Reviewer Evaluation -1

Select the Appraise and the goal list

**Dr. Dhirendra Gautam**
CEO

Search...

Indiba DASHBOARD

Indiba Details

<

Global Setup

<

Employee Management

<

Employee Self Service

<

Leave Management

<

Payroll Management

<

Time Management

<

Performance Management

>

My Team

Employee ID	Employee Name	Department	Designation	Action
ICS 100021	Meghna Vijay Parte	Navi Mumbai - Management	Business Development	Show Goal List
ICS100001	Dr. Dhirendra Gautam	Navi Mumbai - Management	CEO	Show Goal List
ICS100002	Asim Nilose	Navi Mumbai - Management	COO	Show Goal List
ICS100003	Arima Rastogi	Navi Mumbai - HR & Recruitment	HR Director	Show Goal List
ICS100004	Attinder Kaur	Navi Mumbai - HR & Recruitment	HR Generalist	Show Goal List
ICS100005	Balaji Selvaraj	Navi Mumbai - IT & ERP	SAP Project Manager	Show Goal List
ICS100009	Pushpendra Upadhyay	Navi Mumbai - IT & ERP	SAP Functional Consultant	Show Goal List
ICS100010	Ravikiran Dilip Kadam	Navi Mumbai - IT & ERP	ROR HRMS Consultants	Show Goal List
ICS100011	Vishal Vitthal Hake	Navi Mumbai - IT & ERP	ROR HRMS Consultants	Show Goal List
ICS100013	Sandeep Kumar	Navi Mumbai - IT & ERP	SAP Technical Consultant	Show Goal List


Showing 1 to 10 of 15 entries

Previous 1 2 Next

Reviewer Evaluation -2

Select the Appraise and the goal list

HRMSONE



Dr. Dharendra Gautam
CEO

Search...

Indiba DASHBOARD





Indiba Details

Global Setup

Employee Management

Employee Self Service

Leave Management

ID : ICS100001

Goal Bunch List

Base	Period	Employee Name	Appraiser	Reviewer	Action
Annual(2016-17)	From: 01-04-2016 To: 31-03-2017	Asim Nilose	Dr. Dharendra Gautam	Dr. Dharendra Gautam	Reviewer Comment

Showing 1 to 1 of 1 entries

Previous

1

Next

Reviewer Evaluation -2

Review Appraise and Appraiser evaluation and comment

Goal Rating

Goal perspective	Goal weightage	Goal measure	Target	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Reviewer Comment
Financial	30	New Customer acquisition	10	Yes	New customers in Q1- Rajgreens,Abhishek	Good.However 5 additional customers was a possibility	5	<input type="text" value="ok"/>
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	Agree 6 cr achieved	5	<input type="text" value="ok"/>
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	Some key people left	5	<input type="text" value="ok"/>
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	good	4	<input type="text" value="see for right cert"/>
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customers did not give survey	5	<input type="text" value="This is serious"/>

Attribute	Goal weightage	Goal measure	Target	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Reviewer Comment
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	<input type="text" value="ok"/>
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	<input type="text" value="ok"/>

Create Comment

Reviewer Evaluation -2

Review Appraise and Appraiser evaluation and comment

Goal Rating

Goal perspective	Goal weightage	Goal measure	Target	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Reviewer Comment
Financial	30	New Customer acquisition	10	Yes	New customers in Q1- Rajgreens,Abhishek	Good.However 5 additional customers was a possibility	5	<input type="text" value="ok"/>
Customer	40	Revenue increment	5 cr / year	Yes	6 crore revenue	Agree 6 cr achieved	5	<input type="text" value="ok"/>
Internal	5	Employee retention	less than 10%	Yes	Retention was 10%	Some key people left	5	<input type="text" value="ok"/>
Learning and Development	5	Certified associates	1 per employee	Yes	5 % of employees had dual certification	good	4	<input type="text" value="see for right cert"/>
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customers did not give survey	5	<input type="text" value="This is serious"/>

Attribute	Goal weightage	Goal measure	Target	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Reviewer Comment
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	<input type="text" value="ok"/>
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	<input type="text" value="ok"/>

Create Comment

Reviewer Evaluation -2

See Overall calculated rating and confirm

- Separation Management <
- ☰ Recruitment Management <
- ☰ Travel Management <
- ☰ Training Management <
- Health Safety Management <

Development		associates	employee		certification			
Customer	10	customer satisfaction	average 98%	Yes	achieved 98.1%	Some of the customers did not give survey	5	Confirmed

Appraiser Rating For Goal= 4.45

Attribute	Goal Weightage	Goal Measure	Target/Unit	Aligned	Self Comment	Appraiser Comment	Appraiser Rating	Action
Communication	5	Public speaking and customer interactions	-	No	Needs improvement	Agree	4	Confirmed
Analytical Ability	5	Deal closures with logics	-	Yes	Good deal closures	Agree there is though considerable scope	5	Confirmed

Appraiser Rating For Attribute= 0.45

Overall = 2.6750000000000003

Overall Comment

<input checked="" type="checkbox"/>	Overall Comment
	To be considered for promotion

Confirm

Back

Final Comments

Update Final Comments – updated by HR with ratings

Recruitment Management <

Travel Management <

Training Management <

● Health Safety Management <

Self Comment	Overall Performance is good with self rating being 5
Appraiser Comment	To be considered for promotion
Appraiser Rating	
Reviewer Comment	ok
Reviewer Rating	5
Final Comment	
Final Rating	

Final Comment

Pl take forward supervisor recommendations

4 ▾

Create

Created Final Comment

<input type="checkbox"/>	Final Comment	Final Rating	Action
<input type="checkbox"/>			

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