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| **SPECIFIC OBJECTIVES** | **PLAIN, DESIGNATED, STAFF** | **HEAD (OPCR)** | **HRMO** | **PRMO** |
| 1.Allow the Human Resource Management Office (HRMO) to create an account. | 1. Easily manage my user account. | 1. Easily manage my user account. | 1. Easily manage my user account.  2. Create and edit an account with user-friendly features. | 1. Easily manage my user account. |
| 2. Allow the Planning and Resource Management Office (PRMO) to create the organization/agency’s target. |  |  |  | 2. Create the organization’s/ agency’s targets in the system without. |
| 3. Allow the Head of the Delivery Unit (HDU) to;  3.1. Create office target; |  | 2. Encode the office’s targets in the system successfully.  3. Quickly edit entries as deemed necessary with 100% accuracy | 3. Encode the office’s targets without errors.  4. Quickly edit entries as deemed necessary with 100% accuracy | 3. Encode the office’s targets in the system successfully.  4. Quickly edit entries as deemed necessary with 100% accuracy |
| 3.2. Review the Individual Performance Commitment and Review (IPCR) of their subordinates |  | 4. Efficiently review the IPCR of my subordinates with ease of access | 5. Efficiently review the IPCR of my subordinates with ease of access | 5. Efficiently review the IPCR of my subordinates with ease of access |
| 4. Allow the employee to manage standards, success indicators, and ratings. | 2. Record the following accurately:  2.1.Standards  2.1.Success indicator  2.1.Rating | 5. Record the following accurately:  4.1.Standards  4.1.Success indicator  4.1.Rating | 6. Record the following accurately:  6.1.Standards  6.1.Success indicator  6.1.Rating | 6. Record the following accurately:  6.1.Standards  6.1.Success indicator  6.1.Rating |
| 5. Allow the heads to assign the tracking tool to every personnel under his/her office. |  | 6. Assign tasks to my employee without any error. | 7. Assign tasks to my employee without any error. | 7. Assign tasks to my employee without any error. |
| 6. Compute individual rating. | 3. Compute the individual rating with 100% accuracy  4. Easily view the correct general rating of the IPCR | 7.Compute the individual rating with 100% accuracy  8.Easily view the correct general rating of the OPCR. | 8.Compute the individual rating with 100% accuracy  9.Easily view the correct general rating of the OPCR and/or IPCR | 8.Compute the individual rating with 100% accuracy  9.Easily view the correct general rating of the OPCR and/or IPCR |
| 7. Provide notification to all employees who were given assignments. | 5. Receive a notification immediately as soon as my immediate supervisor give me task. |  | 10. Receive a notification immediately as soon as my immediate supervisor give me task. | 10. Receive a notification immediately as soon as my immediate supervisor give me task. |
| 8. Identify training needs based on the IPCR personnel’s rating. | 6. View recommended training based on the IPCR rating in a timely and accurate manner. |  | 11. View recommended training based on the IPCR rating in a timely and accurate manner. | 11. View recommended training based on the IPCR rating in a timely and accurate manner. |
| 9. Generate the following:  9.1. IPCR; | 7. Generate the IPCR with no errors and in a timely manner. |  | 12. Generate the following with no errors and in a timely manner.  12.1 IPCR | 12. Generate the following with no errors and in a timely manner.  12.1 IPCR |
| 9.2. OPCR; |  | 9. Generate the OPCR with no errors and in a timely manner. | 12.2 OPCR | 12.2 OPCR |
| 9.3. Ranking of IPCR and OPCR results. |  |  | 12.3 Ranking of IPCR and OPCR results |  |
| USABILITY | 10. Access the system from various web browsers. | | | |
| 11. The user interface is intuitive and easy to navigate with a clear visual of hierarchy and organization. | | | |
| 12. The system offers customization of modes (dark mode and light mode). | | | |
| RELIABILITY | 13. The system generation of reports are work accurately. | | | |
| 14. The system saves ratings accurately. | | | |
| EFFICIENCY | 15. The training recommendation feature has the potential to be highly useful. | | | |
| 16. Tasks can be completed quickly and efficiently using the system. | | | |
| SECURITY | 17. Users can only access the data and functionality that they are authorized to use. | | | |
| 18. The email and password login mechanism is secure and protects the system against unauthorized access. | | | |