

PERFORMANCE AND TALENT MANAGEMENT

Performance and talent management services, which are fully integrated with other core HR processes, include the following capabilities:

- Supports highly flexible performance frameworks, from the simplest to the more complex performance reviews.
- Set company-wide & team-manager cascaded objectives, with range of time settings, priority and visibility options.
- Provide support for supervised checklist and two-way manager-team member reviews.
- Track different types of objectives with actuals which can be imported from other systems.
- Set up flexible performance review & rating workflows.
- Identify possible manager bias and halo effect through standard HR reports.
- Provide instant peer or colleague recognition for immediate feedback outside of annual or other formal periodic reviews with links to job profile and competencies.
- Set HR controls around the recognition process, such as limiting the maximum number given or received per month, or flagging a team member that can't receive feedback because of performance, disciplinary reasons or imminent termination.
- Gather more data points across the organization for each employee for more accurate performance ratings, make better performance decisions tied to compensation planning.
- Enable 360 feedback through internal team members and managers as well as external competency assessors.
- Undertake comprehensive skills search with full featured skills management capability.
- Build and use competency and skill sets that are relevant to your business.
- Assess skills against a selection of rating scales and system supported skills matrix.
- Record skill sets and level of attainment for every employee as part of their record.
- Supports authenticated self and expert skill level approvals.
- Enables development plans to be developed & recorded with target date(s).
- Link skills & competencies attainment to specific job profiles; identify training needs and proactively offer courses from in-house training libraries.
- On the job training and mentoring recommendations.
- Supports 9 box grid for succession planning and employee development.
- Assessment for any individual or role; create talent plans for each employee.
- Drill down capability with supporting analytics and dashboards.
- Succession planning – management view of multiple successors, level of readiness and supporting development plan.
- Guidance information provided matching current skills with the needs of job profile, with search based on skills and experience.
- Create plans to help bridge talent gaps; can also monitor progress against plan.
- Manage attrition by capturing potential, risk & impact of leaving; overlay talent info on team org chart.

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