

PERFORMANCE MANAGEMENT

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In today's flexible organizations, performance management provides an important way for managers to clarify performance goals and standards, motivate and guide each individual employee towards high performance and personal development of skill and capabilities.

The image displays three overlapping screenshots of a Performance Appraisal software interface. The top-left window shows the 'Appraisal Detail' tab with fields for Employee# (382), Name (MICHAEL), Position# (KSIPROC), and Review Date (05-MAR-2008). The top-right window shows a table of factors for evaluation, including ACH (Achievement Motivation), ANT (Analytical Thinking), and COQ (Concern for Order and Quality). The bottom window shows a table of codes and descriptions, such as P1 (Ijin p1 dan PC1), TLM (Terlambat), and SP1 (Surat Peringatan 1), along with a table for recording appraisal periods with columns for ID, Code, Start Date, End Date, and Comments.

Performance Appraisal Screen

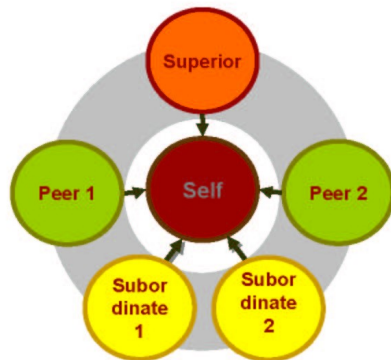
The Performance Management module covers four major factors to evaluate : The Work Target or KPI, progress made in Hard Competence and Soft Competence and Work Discipline

The performance process allows several performance multi rating types

Multi-rating Assessment alternatives

360° Approach

Appraisers = Superior , Peer , Subordinate , and Self .



180° Approach

Appraisers = Self , Superior and Peers

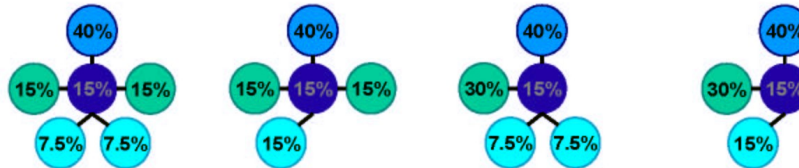


Weighting of performance assessors can be allocated depending their roles within the performance process flow.

WEIGHTING OF ASSESSORS

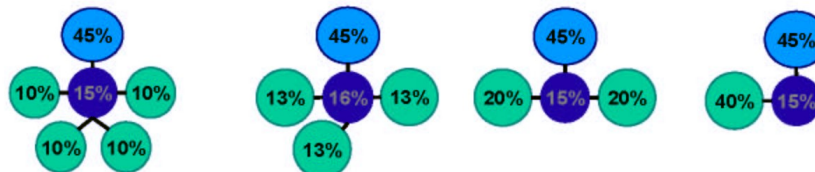
360° APPROACH

Variations and values are User defined



180° APPROACH

Variations and values are User defined



Performance Management analysis and reporting require flexibility as most of the reports and analysis are event-specific .

In this particular instance, XQUIS MetaLayer Report Generator is particularly powerful in extracting user-specific information through its 'slice & dice' capability.

The Performance Management module is fully integrated to other modules within XQUIS thus providing a true strategic flow of employee versus organizational capability analysis and reward system.