

Performance Management

Empowering and rewarding employees based on performance is integral to success of any organization. BiznusSoft Performance Management help organizations synergize company performance with employee performance by aligning employee goals, career development plans and recognition in line with company goals and performance.

CONFIGURABLE PERFORMANCE EVALUATIONS

Organizations conduct their performance processes in different ways based on their industry and core operating procedures. Having a flexible performance system that supports different processes is extremely critical. BiznusSoft Performance Management provides you with a flexible, configurable template-driven setup that can be configured to fit company or department goals.

DEFINE COMPETENCIES BY DEPARTMENTS/BUSINESS UNITS

Various departments or Business Units within the organization can have different set of competencies for the employees and a different rating scale for each competency.

GOALS BY EMPLOYEE/TEAM AND COMPANY

Companies can configure different goals for individuals or their teams, which align with overall company goals and performance. KPI's can be structured at individual, team or company level.



Key features

- Configurable PM plans to meet any department needs within the organization
- Skill/Competencies by department/business unit to ensure talent is groomed as needed.
- Aligning company goals with department/individual goals will result in a win win scenario for employee/employer.

ALIGN STRENGTHS WITH CAREER AND DEVELOPMENT PLANS

For any organization to succeed and retain the best, organization goals have to align with individual's goals and career planning.

Identifying the strengths of each employee and working towards enhancing them as part of the evaluation process builds confidence in employees. If employees are passionate in what they do, they will deliver the best result.

BiznusSoft Performance Management incorporates the key feature of individual career goals as part of the evaluations to make the evaluation process a win-win situation for both the employer and the employee.

SELF RATING AND MANAGEMENT RATING

The ability to self evaluate and gather feedback from multiple people during the performance process enhances and enriches the final evaluation. Performance Management allows individuals to rate themselves on competencies and goals before manager provides comments on the employee's competencies and goals. The system may also be configured to include matrix managers as part of the evaluation process. The matrix managers can be auto-populated, and these managers will have performance document visibility similar to the line manager.

MANAGEMENT INSIGHT TO INDIVIDUALS AND TEAMS

Highly configurable KPI Dashboards gives management insight to different business units/departments and how they are performing as a team. Management can select a department//business unit and see the overall performance rating or drill down on to an individual and see the ratings.

RECOGNITION/REWARDS FOR TOP PERFORMERS

Performance Management is seamlessly integrated with Workforce Compensation to support the link between achievement and rewards. Employees can also be recognized using communication tools like chatter to motivate other peers and grow leaders within the organization.

Key Benefits

- Build a culture of discussion with a focus on strengths and career planning.
- Multi faceted feedback from direct/indirect managers and self-evaluations eliminates any errors in performance eval. Process.
- Management insight to how the organization is tracking for performance and rewards by department.
- Seamless integration with Workforce Compensation and Payroll supports a robust work hard play hard culture.

