

cegid



Performance Management

**Modernize your
performance
management
process.**

Drive better business results with advanced performance management solutions.

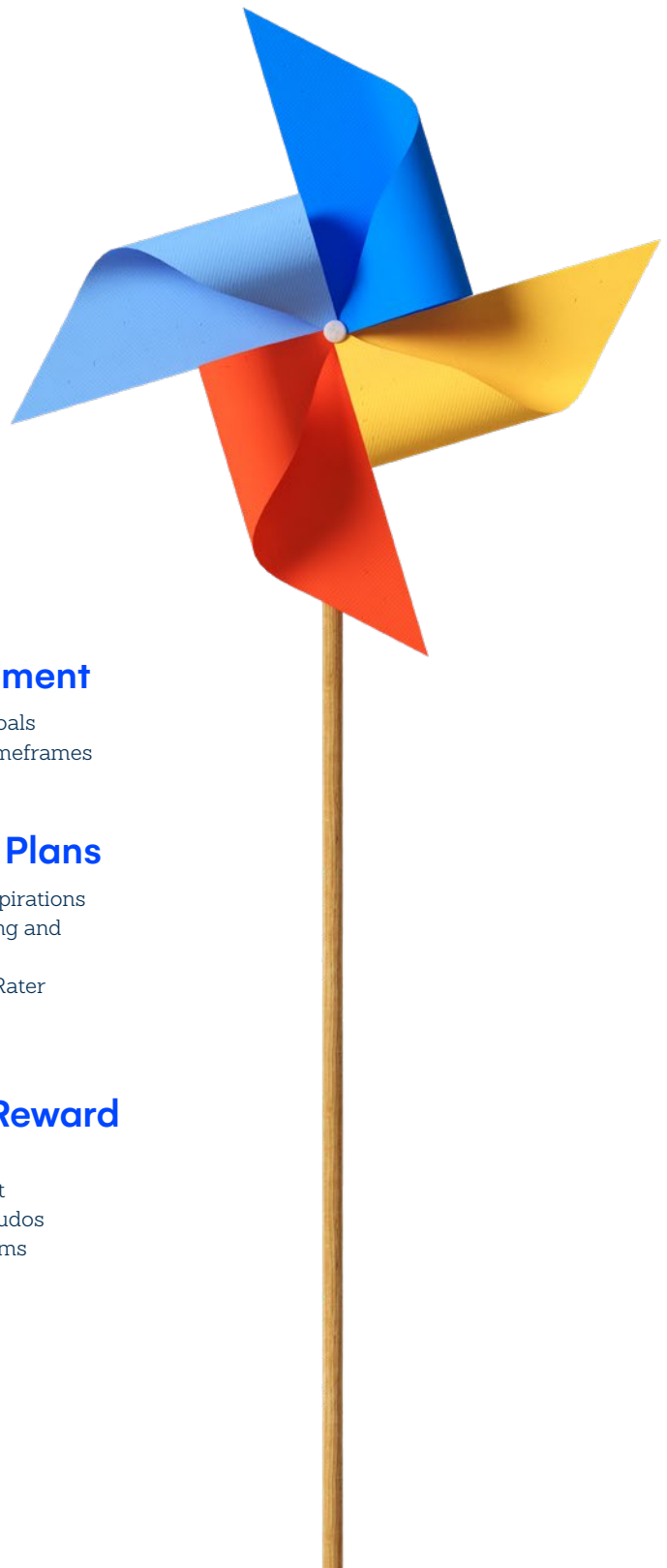
The Cegid Performance Module enables organizations to design, implement and track all the processes for managing performance, development and career orientation—without the difficulty and cost of implementing traditional programs. It's a user-friendly interface that helps channel every employee's efforts toward the attainment of company objectives. It also allows organizations to measure their productivity gains through the alignment of common performance and business goals. Native integration with the Learning and Development platform makes it easy to assign learning activities and fill competency gaps in one seamlessly connected system. Likewise, the information can be used to support incentive programs through compensation or other rewards.

Product Highlights

- › Give performance management a proactive dimension that results in concrete actions
- › Promote the achievement of organizational objectives by aligning individual goals with company priorities
- › Gain a better understanding of current core competencies and anticipate future needs
- › Identify skill gaps for learning and prioritize competency development activities

Features

- › Performance Evaluations
- › Goal Management
- › Development Plans
- › Competency Management



Performance Evaluations

- › Implement an automated and centralized employee review process
- › Create multi-step performance appraisals
- › Develop multiple assessment templates
- › Tie compensation to employee performance
- › Monitor and track campaign progress
- › Send automated email reminders
- › View archived employee evaluations
- › Establish guidelines and consistency
- › Support for ad-hoc, project-based evaluations
- › Take advantage of native integration and shared data model

Goal Management

- › Create and Cascade Goals
- › Assign Weights and Timeframes

Development Plans

- › Mobility and Career Aspirations
- › Integrated with Learning and Development
- › Access to 360°, Multi-Rater Assessments

Recognize & Reward

- › Track Achievements
- › Flexible Badge Support
- › Share Feedback and Kudos Through Activity Streams



Automated processes eliminate administrative burdens.

Imagine the time and money savings you could realize by automating your performance management process — not to mention alleviating the administrative burdens associated with using paper-based programs. The technology helps HR to stay focused on strategic business initiatives instead of cumbersome paperwork.

Features

- › Flexible structures allow you to quickly create organizational charts, competency dictionaries and employee files
- › Configurable, dynamic forms are easy to create and manage for each type of assessment, enabling your company to implement processes attuned to your talent management and development objectives
- › Once forms have been configured, assessment campaigns can be launched automatically for each employee
- › Easily track and manage campaigns through the use of reports and dashboards including automated reminders designed to your workflow and processes
- › Reports make it easy to follow-up on required actions and employee development plans

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