PerformancePAM

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Talent Management

<div style="text-align:right">

Talent Management

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Actively managing employee performance is paramount to the success and growth of a business. But sometimes that task can seem daunting. PerformancePAM Talent Management can help transform that task into an indispensible business strategy. Identify strengths and areas for improvement in your workforce, and align employees and groups with goals to optimize your company for the greatest success.

WHERE TO START

Global setup options and integration with your current HRMS software allow you to get started with PerformancePAM quickly and easily. This integration eliminates the need for rekeying of employee data, guaranteeing the accuracy of employee information. Numerous sample appraisals are included in the PerformancePAM appraisal library and can be modified to meet your requirements or replaced with templates you create from scratch to accommodate your unique specifications. Within the templates, measurement criteria can be defined for similar job functions. Appraisals can be as simple or as detailed as your organization requires.

MULTIRATER WORKFLOW

Review workflows can be configured to gather feedback from the employee's supervisor only or to gather feedback from multiple sources including the employee, the employee's peers, other managers, and even parties outside the organization like contractors, suppliers, or customers. These defined workflows can be as unique as your organization and may vary based on appraisal type and employee.

VISUAL ANALYTICS

See a visual representation of where your employees' appraisals sit in the organization with PerformancePAM Analytics. Also view a visual analysis of how your employees score on competencies as a whole as well as individually and more.

Competency Scores (Avg)

Competency ▲	Average Score
Administrative Skills	3.00
Classroom Environment	3.08
Communication Skills	2.67
Curriculum	2.50
Employee Development Skills	3.00
Instruction	2.56
Planning and Preparation	2.78
Professional Responsibilities	2.89

TOP FEATURES

- Multirater Workflow
- Visual Analytics
- HRMS Integration
- Goal Management
- Appraisal Library
- Phrase Selector
- Word Check
- Spell Check
- Outlook meeting integration
- Budget management
- Self Branding
- Paperless
- Browser based

TOP BENEFITS

- Inspire employees to increase skills and talents and contribute to your company mission
- Reduce resources required to complete employee appraisals
- Increase compliance for completed and timely appraisals
- View an instant snapshot of where all appraisals stand in your company
- Align employee goals to departmental and corporate initiatives
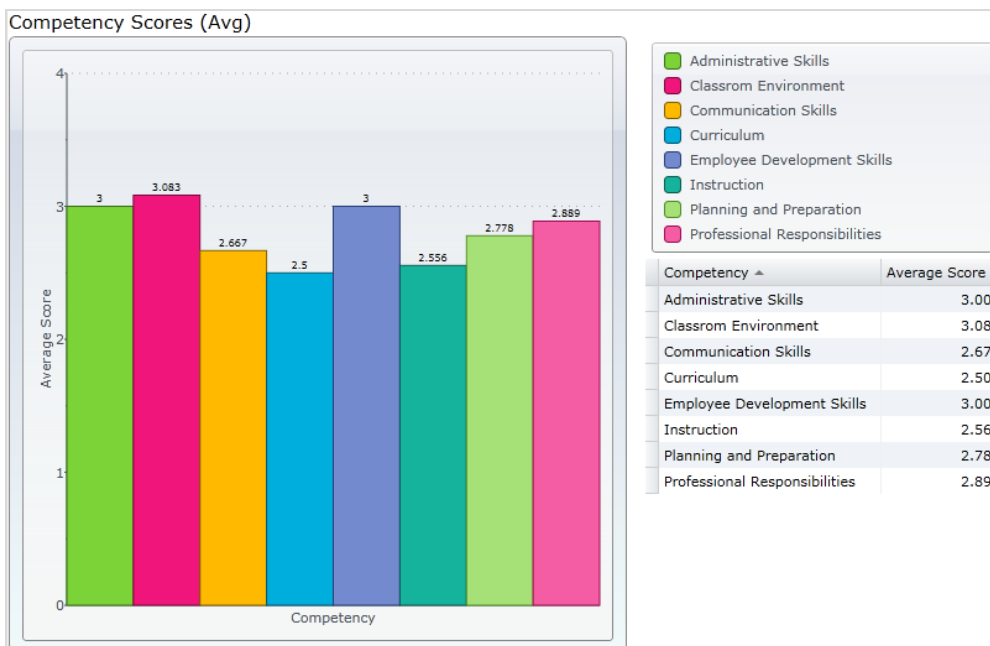
FIND THE WORDS...

Thoughts can be hard to express, especially when they are meant to describe someone else's effort and progress. The phrase selector provides an extensive library of comments for reviewers to use or modify to best articulate their feedback for an employee. The phrases displayed are based on the competency being rated and the score the reviewer has selected.

...AND MAKE SURE THEY'RE THE RIGHT ONES

The word check feature helps reduce errors in appraisals and other documentation by recognizing language that is considered inappropriate as defined in the PerformancePAM setup.

Name	Albert Albright		Job Title	V.P. Engineering
Previous	Next Save & Close	Cancel Save	Word Check	Phrases

Item Detail

Planning & Preparation — Rating Definition

1.4 Individual Student Needs
- Planning documents indicate varied approaches to instruction and skill development
- Evidence in planning to reflect student learning styles with teacher broadening and supplementing those styles, intelligences, modalities, and approaches.
- Contract grading

1 — DEVELOPMENT REQUIRED: Teacher does not possess adequate knowledge of different student learning styles.

3 — MEETS REQUIREMENTS: Teacher demonstrates understanding of the basic student learning styles.

5 — EXCEEDS REQUIRMENTS: Teacher demonstrates solid understanding of student learning styles.

Comments — **Suggested Phrases**

Insert — Able to adapt to changes in deadlines and changes in the nature of assignments

Insert — Able to deal with multiple, competing demands

Insert — Able to take on new tasks and responsibilities when necessary

Insert — Adapts to change very well

Insert — Adapts well to new policies and reorganization

SET GOALS, PLAN DEVELOPMENT

Managing and encouraging employee talent development is critical to the growth and development of a strong company. Employee goal management is made easy with PerformancePAM. Managers and employees alike can define individual employee goals of a professional or personal nature for a holistic employee development plan. Future goals and objectives will appear on the next appraisal for easy assessment and follow up. An employee journal allows employees and supervisors to record notes on goals and performance between appraisal cycles throughout the year.

Employee Goals (Huang, Mary)

Add Goal   Refresh List   Close

Status	Tied To Appraisal	Time Period
☑ Complete ☑ Open	◉ All ○ Yes ○ No	◉ All ○ Since Last Appraisal ○ Date Range

Goal	Start	Due▲	Tied To Appraisal
Pass certification exam with at least 80% correct.	1/31/2011	3/1/2011	
Deliver the Dolphin project on time and within budget.	1/31/2011	2/25/2011	

SPEND JUDICIOUSLY, REWARD WISELY

Make those difficult salary decisions easier with the budget feature in PerformancePAM. Budgets for salary increases can be put into PerformancePAM to help managers allocate those resources in the best possible way by staying in budget while rewarding employees financially.

WHY CHOOSE PERFORMANCEPAM?

- Helping companies encourage employee development is our passion.
- We work to inspire companies and their employees to be optimized to their fullest potential.
- We specialize in customization and integration technology to provide your company the best fit possible in a system.
- Having been in business since 1993, we have the stability to provide you with consistently excellent customer service.

CONTACT PERFORMANCEPAM

Please contact us for more information about PerformancePAM.
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At PerformancePAM, we help people and businesses realize their full potential.

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