



PerformancePAM
Talent Management

Empowering people to deliver more and be more.

PERFORMANCEPAM TALENT MANAGEMENT

PerformancePAM transforms the overwhelming task of managing employees into an indispensable business strategy. With PerformancePAM, it's easy to identify strengths and areas for improvement in your workforce and align employees and groups with goals to optimize your company for success.

Global setup options and integration with your current HRMS software allow you to get started quickly and easily, eliminating the need for rekeying of employee data and guaranteeing the accuracy of employee information. Numerous sample appraisals are included in the PerformancePAM template library and can be modified to meet your requirements or replaced with templates you create from scratch.

Because your IT requirements are as diverse as your employees, we offer two deployment models. PerformancePAM can be purchased outright or leased through our software as a service (SaaS) model.

FEATURE HIGHLIGHTS



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.



TEMPLATE LIBRARY

The PerformancePAM appraisal library allows you to get started with PerformancePAM quickly and easily. Appraisal templates can be modified to meet your requirements or replaced with templates based on 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.



GOAL MANAGEMENT

Managers and employees alike can define individual employee goals of a professional or personal nature for a holistic personal development plan. Future goals and objectives can be set to appear on the next appraisal for easy assessment and follow up. Goals can also be set at the organizational level and distributed to departmental and employee levels resulting in a workforce focused on achieving common corporate success.



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JOURNALS

Employee journals allow employees and supervisors to record notes on goals and performance between appraisal cycles throughout the year. When it's time for another review, you'll have the tools you need to give accurate feedback.



APPOINTMENTS

Schedule performance related appointments within PerformancePAM so you never miss an opportunity to review employee progress. Easily save in vCal format for use in your favorite calendar, like Outlook.



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 individually, as an organization, and more.



PERFORMANCEPAM MOBILE

Would you like to be able to make notes on your employees or your own work while you're out and about? With PerformancePAM Mobile, employees and supervisors alike can add goals and employee journals on the go. PerformancePAM Mobile can be accessed from any iPhone, Android, or Windows Mobile 7 phone.



PHRASE SELECTOR

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.



WORD CHECK

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.