



360 ° Feedback

360° Feedback provides feedback information on the enterprise level. The HR.net module enables online process management, data processing and fast report distribution with high degree of flexibility and complete control over the process.

360° feedback is an instrument, which beside self-evaluation, includes feedback from direct superior, direct reports, other peers and colleagues. It is possible to include internal and external customers, and business partners in the process.

HR.net-a, with newly developed module has enabled conducting the survey in which more than a thousand employees participate, to be conducted reliably and fast.

Data collected from individual questionnaires is automatically processed and presented to assessed employees and their superiors.



HR.net solution

An instrument like 360° feedback provides complete information how the employee performs within the organization.

Process management, control and the protection of sensitive data, huge amount of input data, maximum flexibility when modelling survey to fit organization specific requirements, are some of the requirements.

Process control and constant supervision of the process are necessary to coordinate numerous participants in all phases of the process.

The HR.net solution is a standalone module, which provides support for 360° Feedback survey modeling and process management. The survey is conducted on-line, the feedback information is automatically processed, and the individual reports are generated.

Process administrator controls the publishing of the reports.

Besides filling-out the questionnaires, the employees are also able to nominate potential assessors to ensure optimal feedback.

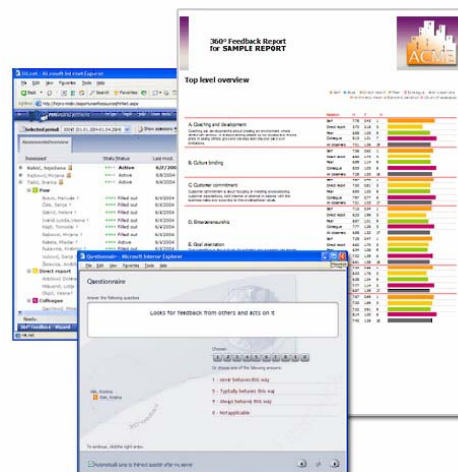
Process administrator can freely define questionnaires, different scales and relations between employees, based on the organizations needs.

At any point, depending of the phase of the process the administrator has the complete overview: who have filled out the questionnaires, activities of the assessors, and supervising the data collected so far. The whole process can be constantly monitored and various actions to ensure necessary data has been collected can be taken at any moment.

Beside individual reports, a summary report can be generated (MS Excel) for further analysis (SPSS etc.). Beside the data collected, additional employee information already available in HR.net can be used (age, sex, years of service, education degree, unit etc.).

Advantages

- Flexible survey modeling
- Permanent process control
- Safe distribution of sensitive data



Processes

- Survey and relations modeling
- Data collection control
- Verification of the results
- Report publishing
- Data export for further analysis

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Process overview

Survey preparation and selection of the assessed employees

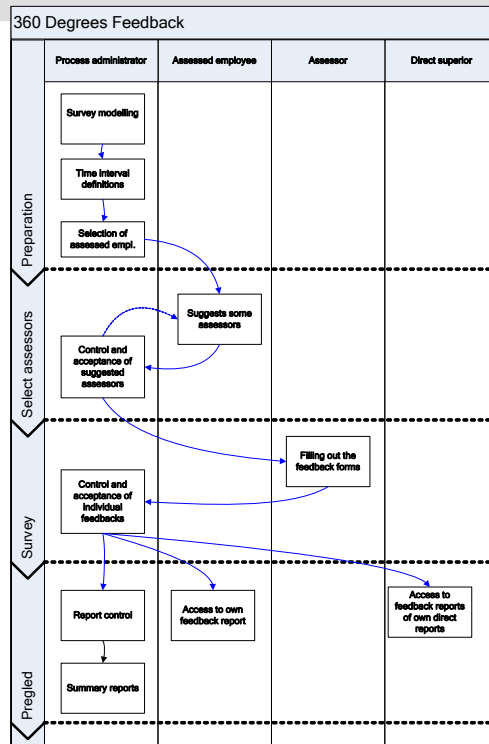
- Preparation (time interval definition)
- Survey modeling
- Relations administration
- Administration of questionnaires
- Definition of assessed employees
- Defining and suggesting assessors

Conducting the survey and process management

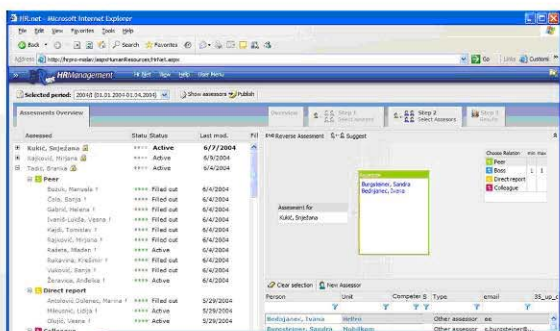
- Filling out the on-line questionnaires
- Process control and modification of assessors

Analysis: publishing of individual and summary reports

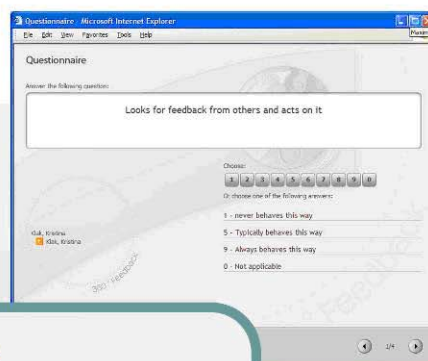
- Control and verification of reports
- Publishing
- Data export and further analysis



Survey modeling and administration



On-line questionnaires



Process management



Reporting and publishing

Export (MS Excel, SPSS)

