



## Performance Management

*Performance management is one of the key business processes in management of human resources and a key element in evaluation of successfulness of employees, organization and the company.*

### Common scenario

Implementing performance management is one of the biggest challenges for management, employees and especially for people in charge of organizations that manage human resources.

Because of the complexity and size of the required preliminary work that is needed the system is often implemented for a smaller number of employees accompanied by numerous documents and transcripts.

Process analysis is almost impossible to accomplish and especially difficult is the process management itself. The lack of direct control on all levels often leads to failure to accomplish expected goals instead the whole process is conducted "pro forma".

It is especially difficult to manage process results and transfer them into the payroll calculation system. Employees and managers are not able to see consequences of performance evaluation until the moment they get payroll check list with calculated compensations.

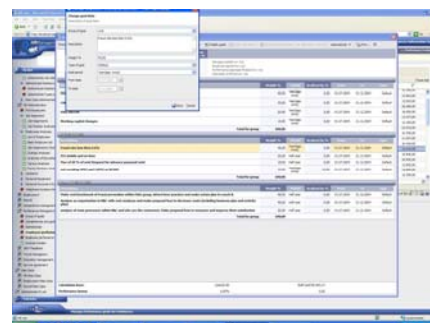
### Solution

The Performance management HR.net module covers the whole process of performance evaluation and is an integral part of the **HR.net Human Resources Management and Payroll System** providing optimized work and distribution of particular business processes towards people in charge.

HR.net allows a company to define, manage and analyze the whole system and its results. Through system administration the company's board is able to define the time frame of the process, type of goals, different distributions and result evaluations for different categories of employees and most importantly to precisely plan, implement and measure the accomplishments of the company's goals.

HR.net self service provides the whole system with the needed element of interaction between employees, managers and the board in all the key elements of the system. Employee interaction in the process of goal definition, valorization of its weight and distribution as well as the same interaction in the process of employee assessment are crucial for accomplishing the main company goal → be more successful and foresee system enhancements in order to achieve the strategic company goals.

The result analysis of the goals and payment of bonuses is by elements such as organization structure, jobs, qualification, competence level a tool that allows a company to measure control and govern the whole process in correlation with goals and results of the company.



HR.net - performance evaluation

### Main advantages

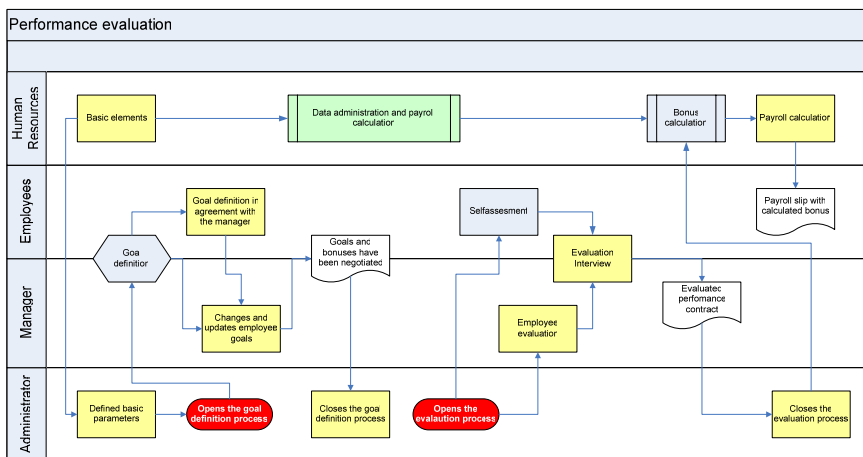
- Extensive candidate tracking system
- Integral part of the human resources management system
- Coverage of the whole employment process
- Ability to define various search and analysis options
- Simple distribution of business processes to all "involved" in the system

### Supported processes

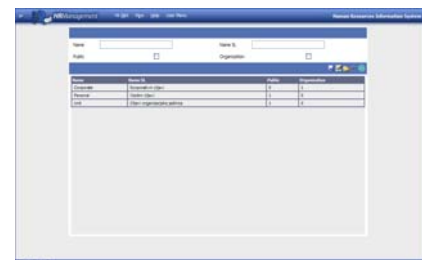
- Performance evaluation process administration
- Process parameters definition
- Group of goals structure definition
- Goals and "performance contracts" definition and administration
- Assessment and self evaluation process
- Compensation payroll calculation process
- Results analysis

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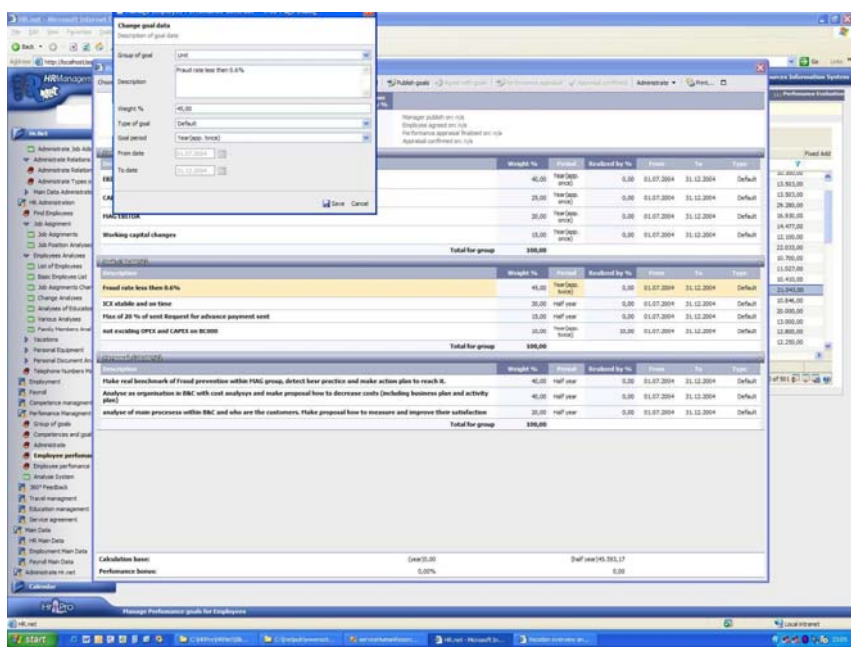
HR.net – Performance evaluation process scheme



HR.net – administration of group of goals

Category	Actual	Target	Variance	Weighted	Weighted Variance
Capital	40.00 %	0.00 %	0.00 %	0.00 %	0.00 %
CAPEX	20.00 %	0.00 %	0.00 %	0.00 %	0.00 %
Fixed Assets	20.00 %	0.00 %	0.00 %	0.00 %	0.00 %
Working Capital Changes	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %
<b>Total</b>	<b>80.00 %</b>	<b>0.00 %</b>	<b>0.00 %</b>	<b>0.00 %</b>	<b>0.00 %</b>

HR.net – analysis of employee's results



HR.net – performance management menu

### Advantages

The performance evaluation system is an integral part of the unique business-information system: **HR.net Human Resources Management and Payroll System**. Thanks to the synergy of supported business processes the efficiency of the performance evaluation process is greatly increased and actively involves specialists, managers and employees.