



PeopleSoft ePerformance

work:strategy

Performance Management

Organizations that closely align employee goals with corporate objectives through innovative HR programs — experience greater productivity by leveraging key talent and adjusting more quickly to competitive pressures. Consistent and continuous communication regarding job performance and expectations creates a self-sufficient and results-oriented organization at all levels.

WorkStrategy will make best practice recommendations for leveraging ePerformance technology to streamline related processes such as cascading goals, organizational score carding, 360° peer reviews, forms design, manager productivity, competency and content management, pay for performance, and comprehensive talent management integration.

WorkStrategy's proven compensation implementation methodology provides PeopleSoft customers with best practice recommendations for standardizing business practices, automating compensation process and fully leveraging PeopleSoft functionality.

- ▶ Competencies and Goals
- ▶ Development Plans
- ▶ WorkCenter Design
- ▶ 360° Feedback
- ▶ Business Objectives
- ▶ Alerts and Approvals
- ▶ Delivered Integrations
- ▶ Review Process Steps
- ▶ Embedded Guidance
- ▶ Analytics and Reporting

Approval	Name	Effective Date	Approval Receipt Date
Job Offer	N/A	N/A	06/06/2014

Performance Process

Steps and Tasks

- Define Criteria (Due Date: 03/25/2014)
- Checkpoint 1 (Due Date: 07/15/2014)
 - Update and Share (Selected)
- Finalize Criteria (Due Date: 12/31/2014)
- Nominate Participants (Due Date: 01/23/2015)
- Review Participant Evaluations (Due Date: 01/25/2014)
- Review Self Evaluation (Due Date: 01/23/2015)
- Complete Manager Evaluation (Due Date: 02/27/2015)

Annual Review

Checkpoint 1 - Update and Share

Rosanna Channing

Job Title: Senior Manager-Accounting
Document Type: Annual Review
Template: Mid-Per No Apvl 2 Steps
Status: In Progress

Manager: Betty Locherty
Period: 01/01/2014 - 12/31/2014
Document ID: 845
Due Date: 07/15/2014

Your comments are currently not shared with your employee

- Enter your comments on the employee's progress against their performance criteria.
- When ready select the Share with Employee button save your changes and notify the employee your comments have been shared. This can be done before or after you meet with the employee to discuss their progress.
- Once you have shared your comments and had a discussion select the Complete Checkpoint button to mark this step as complete.

Competencies | Goals | Overall Results

Section 1 - Competencies

Competencies will be evaluated by: Employee, Colleague, Project Manager, Manager

Competency 1: Action Oriented

Description: Enjoys working hard, is action oriented and full of energy for the things he/she sees as challenging, not fearful of acting with a minimum of planning, seizes more opportunities than others.

Target Rating: Talented

Behavior 1: Immediately tackles problems

Behavior 2: Takes independent action

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Implementation Methodology

WorkStrategy's performance management methodology translates business strategies into individual goals, responsibilities, and long-term career paths. We conduct a comprehensive job analysis — specifically connecting job roles to key competencies, timely learning programs, career guidance, and targeted reward structures.

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Our PeopleSoft ePerformance FastTrack analyzes your current appraisal process, corporate objectives, and workforce development needs. It delivers a comprehensive business and technology strategy for cost-justifying the project and outlines a detailed implementation plan for evolving processes and deploying PeopleSoft ePerformance.

Key project deliverables include:

- Fit Gap Analysis** A high-level assessment of your organization's performance management processes, recommended configuration options, user interface updates, analytics and reporting, and best practice guidance
- Product Overviews** A functional and technical demonstration of delivered ePerformance performance and related talent management processes, integration points, configuration options, participant workflow, and strategic HR analytics and manager guidance
- Detailed Project Plan** A summary of project milestones, phases, and resources required for the implementation project. Other key elements of the plan include project scope, recommended team members, overall timeline, and estimated budget

- ▶ Project Planning
- ▶ Product Demos
- ▶ Fit Gap
- ▶ Functional Design
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

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