

PeopleSoft ePerformance

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 ePerformance implementation methodology provides PeopleSoft customers with best practice recommendations for streamlining business processes, automating performance and goal management, and improving decision support with Fluid Employee Snapshot and analytics.

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

The screenshot shows the Oracle PeopleSoft ePerformance Annual Review interface for Cynthia Adams. The interface is divided into several sections:

- Performance Process:** A sidebar on the left lists the steps and tasks for the annual review process, including Define Criteria, Checkpoint 1 (Update and Share), Finalize Criteria, Nominate Participants, Review Participant Evaluations, Review Self Evaluation, and Complete Manager Evaluation.
- Annual Review:** The main content area shows the current checkpoint, "Checkpoint 1 - Update and Share", for Cynthia Adams. It includes a photo of the employee, job title (Corporate Controller), manager (Betty Locherty), and document details (Annual Review, Mid-Per No Apvl 2 Steps, In Progress).
- Instructions:** A message states "Your comments are currently not shared with your employee" and provides three numbered instructions for entering and sharing comments.
- Competencies:** A section titled "Section 1 - Competencies" shows that competencies will be evaluated by the Employee, Colleague, Project Manager, and Manager. It lists "Competency 1: Action Oriented" with a description and a target rating of "Talented".

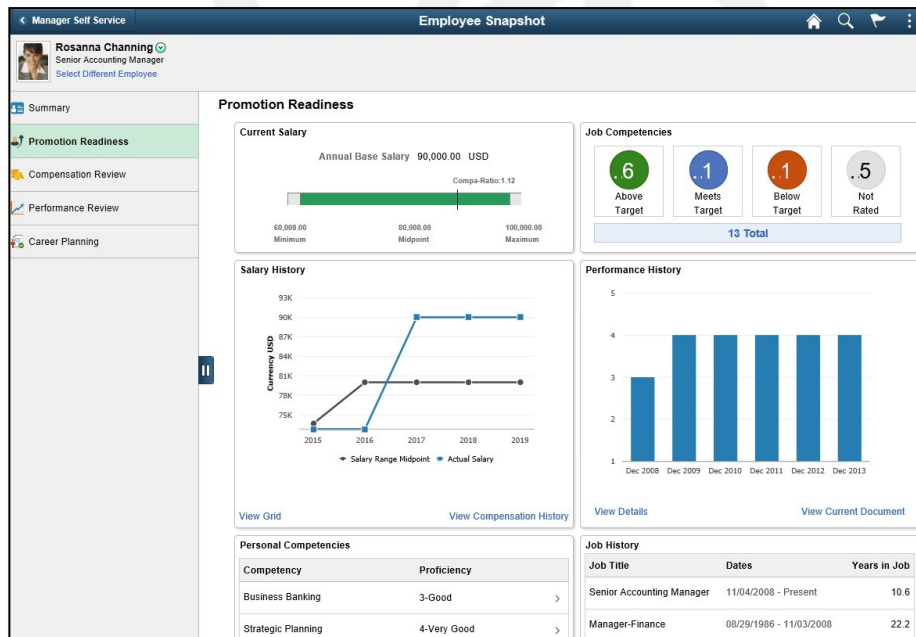
Implementation Methodology

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. Our staff will review best practices and leverage enhancements such as Fluid self service, Employee Snapshot and manager analytics.

- ▶ 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.

Get There. With WorkStrategy HR Technology Solutions.