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

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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