

# PERFORMANCE MANAGEMENT

Employee reviews done on paper are often incomplete. Most of the time, they are used to justify a salary increase and then filed away until the next review.

Even worse, reviews are often "one-sided", reflecting only the supervisor's perception. Many reviews don't even specify future goals, much less follow up dates, to those goals.

It's tough to build a solid workforce, with the right skills and maintain high employee satisfaction in this type of environment.

*Performance Management* provides an efficient way to perform employee reviews - on-line, while capturing critical information about employee skills and accomplishments, which ultimately lead to a more productive, happy and competitive workforce.

## TWO (OR MORE) SIDES TO A REVIEW

Performance Management allows both the employee and the supervisor(s) to rate the employee on a wide range of skills and abilities.

Busy managers don't always remember employee accomplishments. If there is not a career path or succession plan in place, Managers may not know how the employee sees himself/herself or what additional training and development is necessary to get the employee to the next career milestone.

Employees love the self-review. Their input is valuable and it's a good way to remind managers about accomplishments over the past year. Employee satisfaction is perhaps one of the biggest plusses, in addition to timely, more efficient reviews.

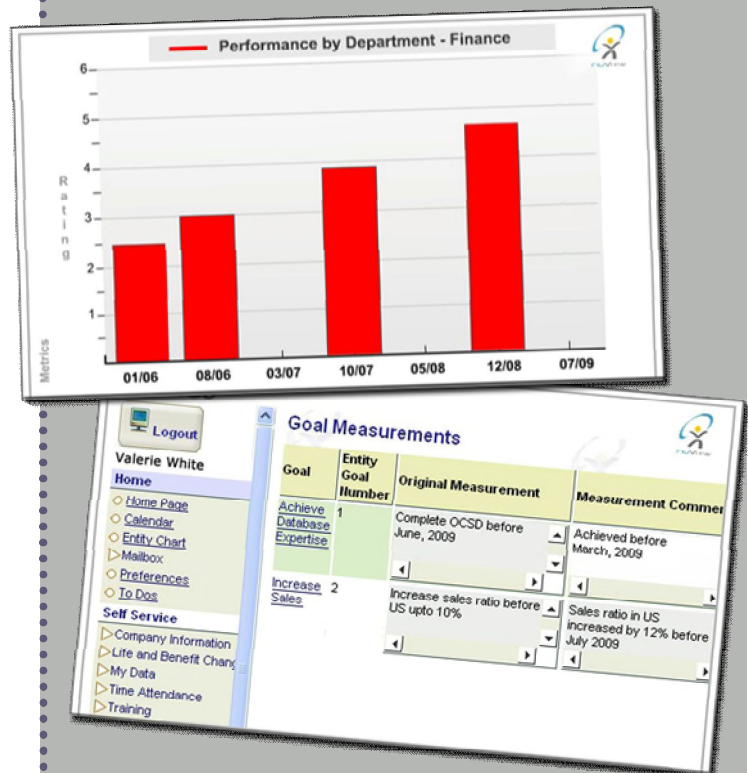
Once the self and 360° reviews are accomplished, managers rate the employee on the same criteria.

## GOAL SETTING AND OUTCOMES

Upon completion, both the employee and manager finalize the review, set outcomes (pay increase, warning, promotion, etc.), and set future goals with delivery dates.

## HIGHLIGHTS

- ✓ Multiple Reviews (Employees, Manager, 360°)
- ✓ Development Direction
- ✓ Goal Setting, Outcomes and Due Dates
- ✓ Access to Previous Reviews
- ✓ Notifications & Alerts Prior to Review Time



# FUNCTIONAL AREAS COVERED

## EMPLOYEE

- Employee self-review
- Rating based items
- Open format items
- Strongest skills
- Accomplishments
- Feedback/long range plans
- Notifications

## MANAGER/COMPANY

- Manager review
- 360 and peer reviews
- Goal setting and objectives
- Outcomes & due dates
- Electronic recordkeeping
- Notifications
- Performance Metrics

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## ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced HR technology, across the enterprise, on a worldwide basis. Designed for organizations with a strategic HR vision, which utilize our flexible technology to achieve that vision, NuView's clients are leading organizations that have improved organizational effectiveness and earned global recognition for the strategic delivery of HR & Payroll services to their respective organizations.

NuView's web native product suite has won numerous awards, including "Top Ten HR Products of the Year" by Human Resource Executive magazine, and a Human Resource Technology Excellence Award for Innovative & Creative Development of HR Technology Solutions – HRMS.



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