

Online Performance Appraisal Tools

Imagine the Possibilities

Agenda

- Online vs. Paper?
- Possibilities
- Features/Benefits
- Options
- Software Review
- Costs
- Q & A

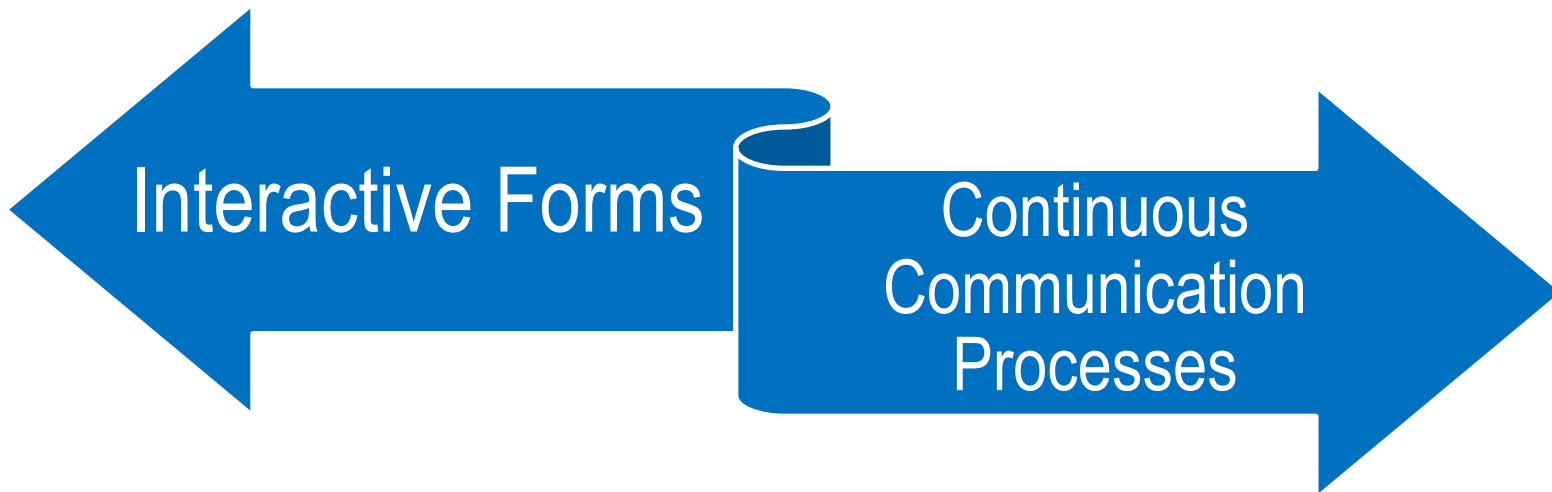
Trends

- HR continues to move to internet or web-based technology
- HCM/HRIS Technology has moved downmarket
- The fastest growing trend in the delivery of HR information is employee self-service (ESS)
- Growing trend is the adoption of managerial self-service (MSS) to a variety of HR tools and information

Trends

- **ESS/MSS Technology Includes:**
 - Recruiting/Onboarding
 - Benefits/Benefits Administration
 - Pay Administration/Compensation
 - Performance Management*
 - Employee Development/LMS
 - Offboarding

Performance Management Systems



Possibilities with Web-Based Systems

- Helps you align organizational goals with employee objectives – boosts shared accountability
- Provides more reliable, straightforward access to performance information
- Allows managers to make better employee-related decisions and improve retention
- Gain Powerful Insights by Using Collected Data More Effectively
- Encourages Compliance

Possibilities

- Increase rating accuracy and workplace productivity by differentiating performance
 - Typical systems afford fairly flat distribution of ratings.
 - A system that supports calibration, a wider rating scale, and/or weighting or comparative rating in a more accurate distribution helps employees better understand where they stand within the organization.

Possibilities

- **Enforce Goal Alignment**
 - Line-of-sight goals in real-time to ensure your organization has fully aligned employee goals with the organizational strategy
 - Allows for ongoing measurement against employee goals
 - Immediately assess risk areas when goals aren't being met as quickly as the organization would like.

Possibilities

- Engage Employees in their Development Plans
 - Automated PMP allows managers to enhance development plans by aligning target dates with development objectives
 - Integrating LMS to fill competency gaps
 - Providing better analytics and ongoing communications/notifications to track progress

Possibilities

- Universal Access to Performance Information
 - Access to updated information at any time
 - Change strategic direction and goals, adapt development plans, provide more performance data, take corrective action, and provide merit incentives throughout the year.
 - Measure how employees are performing now relative to their entire careers.
 - Comparable visibility among employees
 - Gap Analysis at a glance

Possibilities

- Encourage Proactive Communication
- Eliminate “annual” performance review cycle
 - Studies show that companies that automate their performance management processes have more review cycles and a stronger emphasis on employee development than companies with manual processes.
- Employee Engagement with “Social Networking” Collaboration

Features/Benefits

- Performance Management
- Position Management (Job Descriptions)
- Learning and Development (LMS)
- Succession and Leadership
- Compensation

A Few Options

Company	Solutions	Cost/Fees
<p><u>Halogen Performance</u></p> <p><i>One stop shop with competency partnerships, Lominger leadership architect library. Free Trial and product tour.</i></p>	<p>Performance Management Learning & Development Succession & leadership Compensation & Recruiting</p>	<p>\$50.00/user annually. \$12k/year for 250 people annual subscript. Includes as may different process and forms in the system and automated performance improvement plans. Implementation fees \$12k = \$26k total for year. Year 2 will be \$12,600.00</p>
<p><u>Threads</u></p>	<p>Culture Vision Mission</p>	

Company	Solutions	Cost/Fees
<u>HRTMS</u>	Job description based	
<u>EmpXtrack</u> <i>36 sub models</i>	Goal Setting, Employee Appraisal Training Management Performance Management Human Capital Management Recruitment Strategic HR Solutions	
<u>Performance Pro</u> <i>14 day free trial. HR suite includes online company manual, employee handbook job descriptions & over 200 fed compliant HR forms</i>	Performance Management Salary Administration Consulting HR Resources	50 EEs 1st yr: \$3847.00, 50 EEs annual Renewal \$900.00, 101 Employees 1st yr. \$6,042.00, 101 Employees Annual Renewal \$1,717.00, 251 Employees 1st year \$12,290.00, 251 Employees Annual Renewal: \$4,016.00

Company	Solutions	Cost/Fees
<u>Trakstar Performance Appraisal software</u>	Employee Record Management, Adding and Editing Positions, Appraisal Processes, Manager and Employee Goals, Track Progress with Measurements, Reports	standard package for about 250 people \$12,593 to get started with everything included, annual cost, Implementation, Trainings, and support for the whole year.
<u>Pilat HR</u>	Performance & Goal Management Compensation Planning and Merit Management Talent Management and Succession Planning Work Force Planning & Employee Development Employee Engagement and Retention Transition Management	\$2.00- \$5.00 per employee per mo. Standard Performance Management. \$5k startup

Company	Solutions	Cost/Fees
<p><u>EmPerform</u></p> <p><i>All-Inclusive. Simple. Affordable. Customized and pricing is all the same</i></p>	<p>Online Appraisals, Goal Management, 360Reviews, Year Round Feedback, Succession Planning, Compensation Planning, Surveys, Reporting & Analytics</p>	<p>100 licenses (users) which is \$3,360/year (\$33.60/user/year)</p>
<p><u>HRToolBench</u></p> <p><u>Demo</u></p>	<p>Candidate Selection, Customizable Feedback forms, Online Responses and Immediate Access to Feedback, Response Monitoring Tracking, Performance Planning and Evolution, Events Scheduling & Email Reminders, Employee and Workforce Analytics</p>	<p>Price based on how many users and modules being utilized. It typically depends on the job descriptions. Bundle price for \$250 ppl Customize everything with a more consultative relationship.</p>

Company	Solutions	Cost/Fees
<p><u>Engagedly</u></p> <p><i>Discounted rates and also a partnership and share the revenue. All the modules (8 in all) can be run independently of each other pick and choose what you need.</i></p>	<p>Manager reviews, Performance Management System, One To One Feed Back, Cascading Goals, Social Collaboration, Employee Surveys, Reward & Recognize, Online Learning (Learning suite), Advanced Analytics and Reporting</p>	<p>\$2.00 - \$3.00 per user</p>
<p><u>Spiral Links</u></p> <p><i>Create as any many sections as you want. Development goals task etc.</i></p>	<p>Compensation Management, Performance Management, Employee Portal, Sales and Executive Compensation, Employee Communication, HR Analytics,</p>	<p>Software subscription based- \$30 for 3 months per employee for system access or it can be open all year for \$50 an employee.</p>

Company	Solutions	Cost/Fees
<p><u>Light Work Talent Management</u></p> <p><i>Demo</i></p>	<p>Employee journals, 360 feed back, Fully Documented employee appraisals, Scheduled Performance Appointments, Monitor Goals, Eliminate need to email</p>	<p>\$250 pp software is \$6,200 annual support \$1,550 Initial install \$7,500 everything is included</p>
<p><u>Review Snap</u></p> <p><i>Free trial</i></p> <p><i>Demo</i></p>	<p>Performance reviews, 360 feedback, Learning Content integration, White papers, case studies, mobile app, review templates,</p>	<p>Pricing for 250 Employees: Annual subscription Fee : \$10,139.00, Ongoing support included and Implementation fee included Total all in cost: \$10,139.00</p>

Program Review - Halogen

[Halogen Screenshot Presentation.pptx](#)

Program Review - Threads

[Threads.pptx](#)

Q & A

