

ORACLE TBE PERFORMANCE MANAGEMENT CLOUD SERVICE

BE THE EMPLOYER OF CHOICE

KEY FEATURES

- Integration with Oracle TBE Recruiting Cloud Service, Oracle TBE Compensation Cloud Service, and Microsoft Outlook
- Goal management
- Automated review assignment and approval routing
- Behavioral competencies library
- Multi-rater reviews
- Writing assistant
- Employee Website
- Career planning
- Coaching tips
- Position control

KEY BENEFITS

- Improve career mobility and bench strength within your organization.
- Engage in an ongoing performance dialogue.
- Automate the performance review process.
- Attract and retain top performers.

Oracle TBE Performance Management Cloud Service transforms performance reviews from an administrative task to a strategic activity—allowing you to measure individual, departmental, and organizational progress toward business objectives. Built on the Oracle Taleo Business Edition Cloud Service (Oracle TBE Cloud Service) platform, Oracle TBE Performance Management Cloud Service is fully integrated with recruiting, onboarding, compensation, learning, and analytics applications. The result is a comprehensive, easy-to-use talent management solution that provides the tools you need to attract, retain, assess, and develop staff.

Retain Top Performers

To become an employer of choice, you need to retain your top performers. To do this, though, you need to know your high-performing talent and encourage those traits in all employees. Measuring performance against objectives and providing constant feedback is essential to keeping employees motivated.

With Oracle TBE Performance Management Cloud Service, you can

- **Build the foundation required to evaluate performance and develop critical skills.** With the right foundation, you can focus on driving results rather than repeating tasks that don't add value.
- **Engage employees and managers in an ongoing dialogue on performance.** Give managers the tools they need to develop employees and keep performance on track.
- **Identify top performers, future leaders, and flight risks.** This planning improves career mobility and bench strength within your organization.

Streamline Performance Management with Business-Critical Functionality

Oracle TBE Performance Management Cloud Service provides all the functionality you need to develop an efficient talent management process.

- **Integration.** Integrated with Oracle TBE Recruiting Cloud Service and Oracle TBE Compensation Cloud Service to provide a single on-demand talent management platform, Oracle TBE Performance Management Cloud Service scales easily and is tightly integrated with Microsoft Outlook.
- **Goal management.** Define company goals and strategic objectives. Allow managers and employees to create individual public or private goals. Track and measure employee achievement against goals aligned directly with their managers' or broader company goals

- **Automated employee reviews and routing.** Use configurable, flexible review templates and business processes to define, automatically assign, and monitor the full employee review cycle. Implement approval workflows that can access one or two higher levels in the organizational hierarchy.
- **Behavioral competencies library.** Managers can use a behavioral competencies library to initiate the review process from their desktops. They can also use standardized performance feedback comments and monitor the employee self-assessment process.
- **Multi-rater reviews.** Get more-comprehensive feedback with assessments from subordinates, peers, and supervisors. Employees can complete self-assessments. With a 360-degree view of performance, the multi-rater assessment offers broader feedback than traditional performance appraisal, where employees typically get reviewed only by managers.
- **Writing assistant.** Help managers find the right words to provide feedback to employees during performance reviews.
- **Employee Website.** Employees can gain more control over their success with access to their employee data, company messaging, assigned goals, and performance reviews. The portal helps ensure that performance expectations are in alignment and that information and feedback are accessible to all stakeholders.
- **Career planning.** Track relevant employee data such as career ambitions, education, willingness to relocate, areas of expertise, languages spoken, flight risk, potential, and promotion readiness to match existing employees to future opportunities.
- **Coaching tips.** Provide coaching and mentoring descriptions for each behavioral competency to help managers provide direction, support, and feedback to employees. Managers help their employees correct performance deficiencies, develop existing and new skills, and expand responsibilities.
- **Position control.** Build an organizational structure with a position-to-position relationship within the application. Assign competencies to each position and map employees to their relevant position. Easily assign review templates and performance reviews to large groups of employees and update employee records.

Access and Analyze Performance Data

Oracle TBE Performance Management Cloud Service includes a set of standard reports, custom metrics, and dashboards. You can use these reports to measure objectives, efficiency, and effectiveness without report writing or authoring expertise. You can schedule reports to run at your convenience so you are never stuck waiting for information. Security features allow you to control access to information by role and reporting structure so that confidential information is protected. With at-a-glance data summaries available via embedded executive dashboards, you can easily analyze employee performance data to make better-informed decisions.

ORACLE TALEO BUSINESS EDITION CLOUD SERVICE

Oracle TBE Cloud Service provides a comprehensive set of tools to attract, hire, onboard, develop, train, engage, assess, and retain people. Built for midsize organizations with fewer than 3,000 employees, it is the only solution designed to adapt to rapidly growing companies. You can choose to use each application as a standalone solution for best practices and processes, or you can combine them for a comprehensive talent management strategy.

RELATED PRODUCTS

Oracle TBE Performance Management Cloud Service is a part of the Oracle TBE Cloud Service Suite and can be fully integrated with:

- Oracle TBE Compensation Cloud Service
- Oracle TBE Learn Cloud Service
- Oracle TBE Onboarding Cloud Service
- Oracle TBE Recruiting Cloud Service products

Create a Performance-Based Culture

With Oracle TBE Performance Management Cloud Service, you can create a performance-based culture in which managers are able to define employee goals and identify the competencies and skills required for employees to succeed. Configurable review templates automate the performance review process, allowing managers to focus on productivity and achievement throughout the year.

By choosing Oracle TBE Performance Management Cloud Service for your talent management needs, you get a unified technology platform that offers consistent functions and configuration across your organization. Managers and employees alike will be quick to adopt it—managers because its Microsoft Outlook integration provides easy access to dashboard tools, and employees because of the detailed instructional text it provides (all of which can be easily modified to adapt to the changing skills of the user population). Best of all, you can tailor Oracle TBE Performance Management Cloud Service to meet the needs of your evolving business—now and well into the future—at no extra charge.

Contact Us

To sign up for a **free 30-day trial** or to find more information about Oracle TBE Performance Management Cloud Service, visit oracle.com/taleo-tbe or call +1.800.ORACLE1 to speak to an Oracle representative.



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Hardware and Software, Engineered to Work Together