

Oracle Performance Management

An integral part of Oracle Cloud Human Capital Management, Oracle Performance Management fully automates the performance process and provides executives, managers, and employees with valuable and immediate insight to workforce performance progression and alignment with organizational objectives. Performance management is designed to support various performance conversations, from day-to-day informal, spontaneous ongoing feedback to more structured semi-annual or annual reviews. Organizations can configure the performance process to match their business practice.

FLEXIBLE, CONFIGURABLE PERFORMANCE EVALUATIONS

Organizations conduct their performance processes in a variety of ways, but many are locked into rigid processes that are difficult or impossible to change. Having a flexible performance system that supports different processes is critical. Depending on your business unit, you may want to conduct annual evaluations, project evaluations, or use performance improvement plans. Performance Management provides you with a flexible, configurable template-driven setup that you can mold to fit the performance processes of your organization without giving up control. This also includes a capability to configure custom rules to calculate ratings.



Key features

- Configurable process flows and content to match your business needs
- Anytime feedback allows you to give recognition or send real time feedback to anyone at my time
- Check-ins enable employees and managers to have 1:1 ongoing discussions on goals or any freeform/ad hoc topics
- Seamless integration with Workforce Compensation supports a robust performance and rewards culture
- Executive view into performance task completion, rating distribution, manager ratings and performance details
- Thoughtful user experience provides helpful supporting information for evaluating competencies and goals

participants and track their responses, and the responses can be configured as fully visible to the employee, visible but anonymous, or hidden from the employee and visible only to the manager. The questionnaire can also be used as a feedback conduit between the manager and employee to share additional information outside rated competencies and goals, such as gathering the employee's career aspirations. The system may also be configured to include matrix managers as part of the evaluation process. The matrix managers can be auto-populated, and these managers will have performance document visibility similar to the line manager. These features allow for a more rounded, full picture of employee performance to be recorded and communicated and can be tailored to fit your organization's performance culture.

EXECUTIVE INSIGHT INTO PERFORMANCE MANAGEMENT BUSINESS PROCESSES

In traditional HR systems, managers and executives have little insight into how performance ratings are distributed, without generating paper reports or Excel graphs. Performance Management delivers real-time embedded business intelligence providing deep and meaningful insight into the performance process. Configurable graphs let you view data in a variety of ways. For example, you can define specific targets and instantly see how your organization is performing. Through filters, you can quickly change parameters to hone in on different areas of interest. Management can take any corrective action required, and better manage the performance process.

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