PeopleSoft Performance Management

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Organizations continue to focus on gaining a competitive advantage through the use of effective talent management practices to help them address a variety of business challenges. These challenges include creating an engaging and performance-driven culture, aligning talent to organizational goals, and finding ways to attract, engage and retain the skilled talent needed to succeed. Performance Management is the process of setting employee goals, identifying individual development targets, and assessing progress toward achieving those objectives. Effective Performance Management continues to be a critical building block for a solid talent management strategy, evolving from an administrative process to a strategic business activity.

PERFORMANCE MANAGEMENT

KEY FEATURES

- Intuitive and Flexible Performance Management System
- Business Objective Management
- Embedded Analytics
- Integrated with Career Development and Learning Management

KEY BENEFITS

- Promote and engage, high performing culture
- Gain Deep Strategic Workforce Insights
- Effectively measure, retain, and motivate top talent by gaining insight into Top Performers across the enterprise.
- Integrated Talent Management Suite

Best Practices

PeopleSoft ePerformance is an integrated solution designed to enable Talent Management best practices that will foster employee engagement, provide strategic workforce insight and help you achieve critical organizational objectives – in a clear, yet flexible process.

ePerformance increases your business success by facilitating an interactive performance process that enables you to identify, plan, observe, improve and reward performance. You begin by defining your organizational strategy and related business objectives and sharing those with your employees. Working collaboratively, managers and employees set clearly defined individual performance goals and targets that are in alignment with the organization's mission. You can then observe and adjust plans and goals to respond to employee capability or other circumstances, such as changes in market conditions or organizational strategy, either spontaneously or at pre-defined checkpoints. Throughout the process, tools are available to coach employees toward success. If development is needed, ePerformance also enables learning. Finally, the overall assessment is determined and integrated with related initiatives such as compensation changes, learning activities or succession plan candidacy.

Available in Multiple Form Factors

Today's workforce is fundamentally different and is no longer limited to the office space. Mobile devices are an integral part of today's modern work life. PeopleSoft ePeformance provides the always-connected manager and employee an effective method for managing Performance Management related tasks using their mobile devices or their desktops at home or at work.

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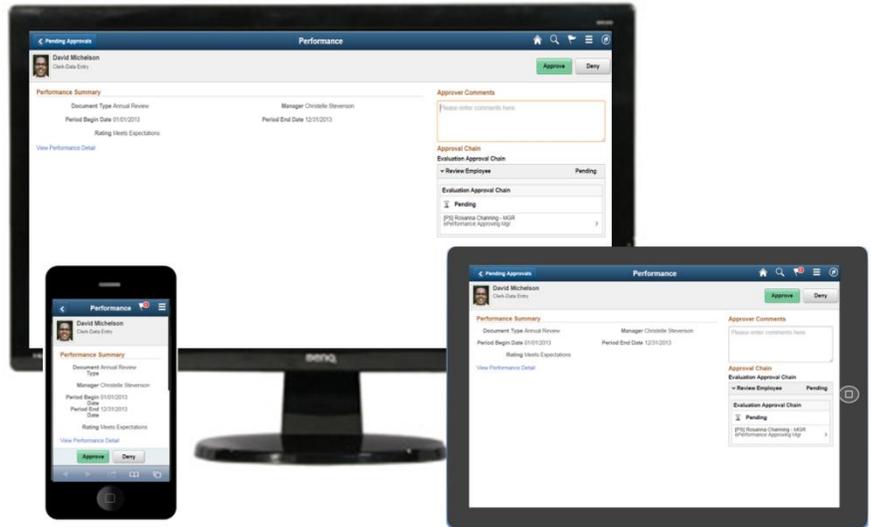
Simple, intuitive user experience on any device

Profile Based

ePerformance is tightly integrated with profile management functionality, which means that your people can be measured not only on goal attainment but upon the competencies, skills and attributes that are required for their role. You can choose to support all employee goals with competencies and competency ratings that will help you achieve success. You can quickly see if a candidate has the right qualities for the job to give them the training and development they need in order to succeed. The competency library and ratings are stored in the profiles so that other processes such as talent acquisition manager, learning, career development and succession planning can leverage them.

## Collaborative Goal and Performance Setting

The performance planning process can be as simple or as complex as you choose. A straightforward performance review can be determined by HR administrators and simply pushed out to employees and Managers. Alternatively, you can also enable a collaborative goal-setting process between manager and employee. This process can include the nomination of multi-rater and 360-degree review participants and include mid-year and multiple other checkpoints.

Business Objective Management

You can align employee goals with business objectives to create clear line-of-sight visibility of key initiatives and the employees supporting them. By creating and publishing business objectives which are displayed in an organization chart view, managers and employees can align individual goals to the initiatives of departments, business units, and ultimately to the overall organizational strategy. Business objectives are configurable and template-driven, enabling the flexibility needed for individual organizations.

Embedded, Actionable Analytics

With all of your employee performance data available in PeopleSoft ePerformance, you will spend less time gathering data and more time analyzing and executing on it. Managers and administrators can access reports that show performance review summary status, reviews owned by the manager, reports of late or missing review documents, goal alignment details, goal completion progress, and online graphs of review rating distributions for defined groups of employees.
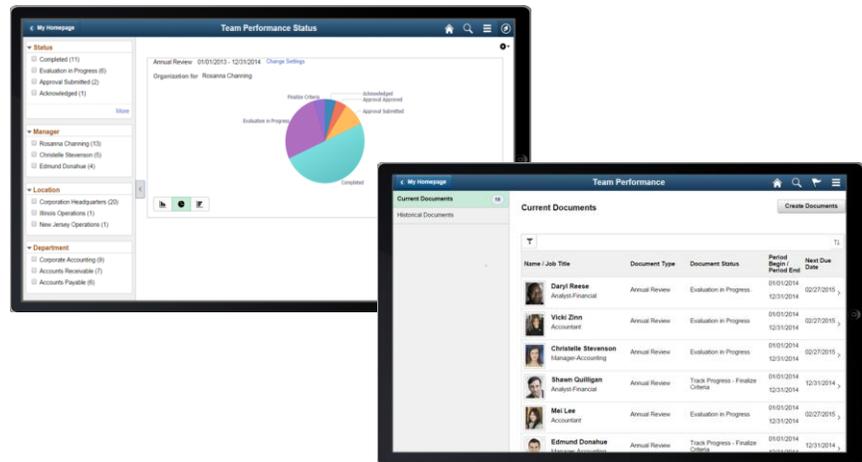
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Results You Can Count On

With a comprehensive range of functionality, ePerformance gives you the solution you need to effectively drive workforce performance.

PeopleSoft ePerformance enables you to:

- **Streamline Performance Management:** Replace highly inefficient, disparate tools with one integrated self-service solution.
- **Drive Business Results:** Link individual goals and rewards to business objectives to communicate clearly with employees about how their contributions enable business success, ensure key initiatives are adequately supported, and track progress toward completion.
- **Increase Employee Success:** Define clear performance targets collaboratively at the beginning of the performance period. Include feedback from peers, matrix managers, or other parties to help development. Managers can provide iterative feedback, coaching, and development to employees throughout the performance period through formal or informal checkpoints.
- **Improve Talent Management:** Easily identify high performers across the enterprise for retention efforts and identify those who require performance improvement.
- **Reduce Risks:** Eliminate relative definitions of performance by standardizing performance definitions.
- **Facilitate Organizational Change:** Link key organizational initiatives to employee performance targets and expected behaviors.

PRODUCT NAME

PeopleSoft Performance Management

RELATED PRODUCTS

PeopleSoft Performance Management is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

• PeopleSoft Enterprise Learning Management

• PeopleSoft eProfile

• PeopleSoft Succession Planning

Visit PeopleSoft Information Portal for further updates and announcements on PeopleSoft products

- **Improve Feedback to Employees:** Help managers construct high-quality feedback to employees with Oracle's PeopleSoft ePerformance advisement tools while reducing the risk of inappropriate language usage.

- **Leverage Expert Performance Content:** Procure the performance content that matches your organizational performance philosophy from one of the integrated suppliers. You can also choose to build your own performance content instead.

- **Link Pay to Performance:** Integration with PeopleSoft Compensation solutions drives proper rewards for a job well done. Multi-rater feedback ensures that rewards go to those who earned a high rating.

- **Achieve Integrated Talent Management:** PeopleSoft ePerformance's integration with Profile Management, Career Planning, Succession Planning, and Enterprise Learning Management allows you to leverage critical information about your talent, across business functions – providing you deep insight into your workforce and enabling you to make better informed talent management decisions.

CONTACT US

For more information about PeopleSoft Performance Management, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Oracle is committed to developing practices and products that help protect the environment