

# Oracle Performance Management



## KEY FEATURES

- Collaborative, automated performance management
- Line of Sight offer online visibility of employee objectives alignment with organizational objectives
- Continuous, year-round objective tracking
- Multiple participants can provide feedback in the appraisal
- Robust administration capability
- Include Learning paths in appraisals
- Manage appraisals offline

## KEY BENEFITS

- Enables employees and managers to set objectives in line with enterprise strategy
- Track progress on an ongoing basis, evaluate overall achievements and identify development areas
- Integrated with competencies and Oracle Learning Management
- Integration with Oracle Compensation Workbench with appraisal views

Enterprises are increasingly focused on Performance Management as a central component of their talent management strategy. How an enterprise manages its performance reflects the effectiveness of its business strategy. Oracle Performance Management provides robust functionality to support enterprises in aligning their workforce to their organizational goals and improving strategy execution.

## Manage Performance from Boardroom Strategies to Individual Workers' Objectives

To ensure that corporate objectives are successfully met, enterprises must track their objectives through the entire workforce hierarchy from the boardroom, and encourage their workforce to complete their necessary tasks. Oracle Performance Management enables HR Professionals to roll out performance management plans to the entire workforce or specific set of workers, incorporating objective setting as well as appraisal tasks.

## Track Objectives Throughout the Year

Employee objectives are tracked throughout the year through personal scorecards and rated at appraisal time. The task-oriented interface enables employees to track and update their scorecards frequently as they progress with their objectives. Managers can review and track the progress of employee objectives, provide feedback, and take any action, if required. Objectives are automatically copied into the appraisals at the time of performance review. Performance management plans support multiple appraisals in one period.








Performance Management		Appraisals		
On this page, you can access your development functions and view Performance management notification messages.				
Performance Management Task List				
<a href="#">Expand All</a>   <a href="#">Collapse All</a>				
				
Focus Task	Process	Start Date	End Date	Go to Task
<input type="checkbox"/> Performance Management Plan-2008-2009		01-Sep-2008	31-Mar-2009	
Set objectives	Objective Setting	01-Sep-2008	28-Feb-2009	
Align objectives	Objective Setting	01-Sep-2008	28-Feb-2009	
Share objectives	Objective Setting	01-Sep-2008	28-Feb-2009	
Finish objective setting	Objective Setting	01-Sep-2008	28-Feb-2009	
View and Track objective progress	Objective Tracking	01-Sep-2008	31-Mar-2009	
Manage appraisal: WPM Global Year End Appraisal	Appraisal	05-Mar-2009	31-Mar-2009	

Figure 1: Manager's Performance Management Home Page

A library of objectives enables automatic allocation of objectives to employees' scorecards based on eligibility criteria, and enables employees to copy objectives. Oracle Performance Management supports increased efficiency across your enterprise by eliminating repetitive objectives creation for your employees and reducing time-intensive administrative tasks for your HR staff.

### Cascade Objectives

Oracle Performance Management provides organizations the flexibility to choose a top-down or bottom-up model for setting individual objectives. Managers can mass cascade one or more objectives to a single or multiple employees, either by duplicating their objectives or creating new ones that are associated or linked to their own objectives. You also have the flexibility to allow managers and employees to set their objectives in parallel.

### View Alignment of Objectives

Line of Sight offers a hierarchical representation of an organization's objectives alignment. Use Line of Sight to display objectives that are aligned or linked to each other in the objectives hierarchy which helps managers and employees understand how their objectives have been cascaded throughout the organization and the association between objectives.

### Perform Online Appraisals to Streamline Performance Management

Use online appraisals to measure achievement against objectives, evaluate proficiency in competencies, and assess advancement potential. Appraisals can include separate competency and objectives regions which you define for your workforce through easily created templates. You can use fast formulas to perform calculations to derive the final appraisal rating. For example, you can combine competencies and objectives ratings and weight them to arrive at the final rating value. Managers and workers can maintain a journal to record information such as performance achievements or training needs which can then be referenced while updating appraisals. A configurable and

flexible option to print appraisals is also available.

### Obtain Feedback From Multiple Participants

Online appraisals enable you to gather feedback about an employee's performance and development from multiple participants other than the main appraiser including subordinates and peers.

### Design Custom Questionnaires to Augment Appraisals

During performance reviews, employees and appraisers are often required to complete questionnaires. Enterprises can define appraisals that provide different questionnaires to participants depending on their role in the appraisal process: main appraiser, appraisee, reviewers, or other participants.

### Reporting and Analysis

Managers can monitor appraisal progress using the Appraisal Rating Summary Report. The visual display of appraisal rating information enables managers to understand the rating trends in their hierarchy, and provides the ability to drill down further to the appraisals for more details.

### Manage Appraisals Offline

Main appraisers, appraisees, and other participants can manage appraisals offline. They can download in-progress appraisals into Microsoft Excel, update the appraisals without connecting to the application (away from the workplace), and upload them at a later time.

### Integral Part of Talent Management

As competencies are a central integration point for talent management, updates made to competency data in appraisals are reflected in the Self-Service Human Resources competency profile and used in Suitability Matching. Integration with Oracle Learning Management enables managers to designate an appropriate learning path for an employee within the appraisal, depending on the individual's development needs. Seamless integration with Oracle Compensation Workbench allows managers to view completed performance appraisal details while allocating compensation awards. Integration with Oracle Succession Planning helps enterprises in effective succession planning strategies for business continuity and growth.

**PRODUCT NAME**

- Oracle Performance Management

**RELATED PRODUCTS**

Other E-Business Suite applications integrated with Oracle Performance Management are:

- Oracle Human Resources
- Oracle Self-Service Human Resources
- Oracle Succession Planning
- Oracle Learning Management
- Oracle Compensation Workbench

**RELATED SERVICES**

The following services support Oracle Main Product:

- Update Subscription Services
- Product Support Services
- Professional Services




## Oracle E-Business Suite: The Complete Solution

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more - all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products - all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

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