

Appraisal Smart™

A Sophisticated Web-Based, Enterprise-Wide
Performance Management System

*Frustrated by the limitations of using a
paper-based Performance Appraisal
System?*



SaaS

Software-as-a-Service

**Managing and Administering the
Performance Appraisal process need not
be so stressful, time-consuming and
paper-intensive any longer**

- **High-Tech with built-in High-Touch**
- **Designed by Human Resources Professionals**
- **Based on International Best Practice**

Appraisal Smart offers you an innovative, cutting-edge approach to administering Employee Performance Appraisals/Reviews, and will place you at the technological forefront of this crucial Human Resources and Managerial function

It not only automates Performance Review administration, but also elevates it to a superb relationship, productivity and behavior modification tool, effectively driving change, productivity, development of core competence, and ultimately, bottom line results

The system can be operated on your own Corporate Intranet, or over the Internet as a secure, hosted Software-as-a-Service (SaaS) application with worldwide 24x7x365 access (guaranteed 99.9% uptime)



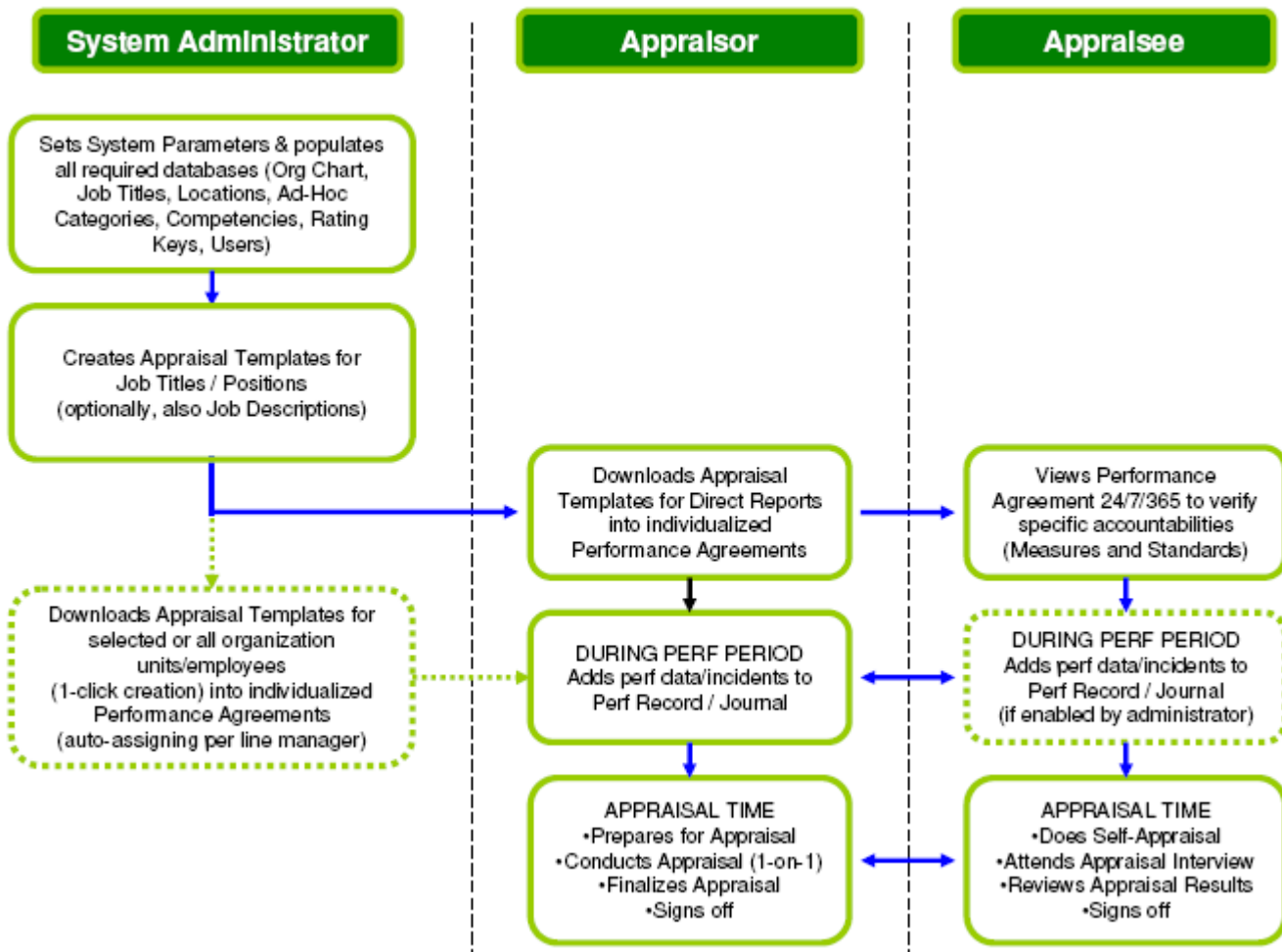
Geared for Performance-Based Compensation

Benefits

- Automates the time-consuming Employee Performance Appraisal / Review administration process.
- Significantly reduces the subjective nature of Performance Appraisals, resulting in constructive and productive Appraisal Interviews.
- Ensures clarity of work expectations and standards.
- Reduces employee stress and anxiety, wasted resources, and conflict.
- Promotes manager-employee engagement and collaboration.
- Reduces Line Manager reluctance and fear to conduct Performance Appraisals.
- Provides recording and audit trail archiving of ACTUAL versus REQUIRED performance expectations and standards.
- Dramatically improves HR and Line Manager productivity.
- Supports Organization Development and Change Management interventions.
- No need for formal training or IT help, no servers to maintain, and no software to install (secure Internet option - SaaS / Cloud).



How Appraisal Smart Works



Optional Add-on Modules

Goal Management - Multirater - Smart360 - Learning Management

Reduce Paperwork	Improve Performance	Improve Collaboration	Enhance Transparency
Ensure Accountability and Ownership	Retain Top Performers	Increase Commitment	Increase Motivation and Productivity
Target-develop Employees	Identify Poor Performers	Establish Meritocracy	Increase Customer Satisfaction



Our Mission is to provide our clients with user-friendly, online Talent Management software, enabling them to more effectively achieve their Corporate Goals of creating a high-performance business culture, and developing the critical talent they cannot thrive without.

This is achieved through our state-of-the-art Internet (SaaS) and Intranet database solutions, utilizing the latest programming innovations available.



Powerful Standard and Optional Features/Modules

- (1) Ad-Hoc Appraisals for special purposes such as:
 - Probation • Promotions • Succession • Performance Improvement
- (2) Goal Management Module:
 - Goal Hierarchies • Goal Cascading • Goal Steps • KPI Dashboards
- (3) Multirater Module for wider performance and behavioral feedback
- (4) Online Job Descriptions, fully integrated with Appraisal Templates
- (5) Smart360 - the world-first Context-Targeted 360-Degree Feedback System
- (6) Learning Management - Corporate L&D Library and Employee Personal Development Plans (PDPs)



Measuring Goals, Objectives, KPIs, Competencies and Values

- For Public and Private Sectors
- Diverse Functionality
- Fully Scalable
- Intuitive, Easy-to-Use
- Flexible and Robust
- Advanced Authoring Tools
- Competency Library + add own
- Appraisal Template Database
- Data Exporting
- Online Job/Role Descriptions
- Ad-hoc Appraisals
- Language and Spell Checker
- Auto Email Reminders
- Importance/Priority Weighting
- 24x7 Performance Recording
- Performance Optimization Plans
- Performance Ranking
- Multirater
- Comprehensive Reporting
- Auto Password Reminder
- Learning Needs Identifying
- Content-Rich User Guides
- Lifetime Appraisal Archiving
- HRIS / HRMS Interfacing
- 128 bit SSL Security Encryption
- Super-Rapid Deployment
- Highly Cost Effective

Enables you to:

- ⇒ **Ensure that your Corporate Goals are achieved through the joint efforts of all your employees.**
- ⇒ **Hold people accountable for their work output, and establish a performance-based culture.**
- ⇒ **Minimize the effort and cost of the performance appraisal process across your organization, and dramatically reduce paperwork.**
- ⇒ **Enhance the content and consistency of performance appraisals organization-wide.**
- ⇒ **Motivate employees with clear and easily online-accessible goals and objectives to enhance their performance.**
- ⇒ **Adopt a fair performance management and appraisal system that aims to retain top performers and identify those employees who do not perform to expectation.**
- ⇒ **Have your finger on the pulse regarding the status of appraisals organization-wide at any given moment in time.**
- ⇒ **Have a record of all previous years' appraisals 'on tap' with the mere click of a mouse.**
- ⇒ **Protect yourself legally with detailed performance records to defend your organization against litigious ex-employees.**

Ask for an Online Demonstration and 7-Day Free Trial

CONTACT HUMAN RESOURCES PLUS

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