



*89% of HR professionals agree that conducting performance management on an ongoing basis is more effective than yearly or twice-yearly reviews. - HR.com*

# Performance Management

## Effectively measure employee performance to accelerate growth

Maximizing employee efficiency and effectiveness is critical to achieving organizational business objectives regardless of industry, staff size or location. Arcoro<sup>®</sup> Performance Management is a cloud-based solution that empowers team members to direct their own career development toward mutually agreed upon goals and competencies, while enabling managers to better understand the strengths and weaknesses of the overall team and keep them focused on achieving their goals.

By benchmarking, tracking and evaluating employee performance over time, HR teams gain all the insight needed to make informed personnel decisions.

### Improve Workforce Productivity

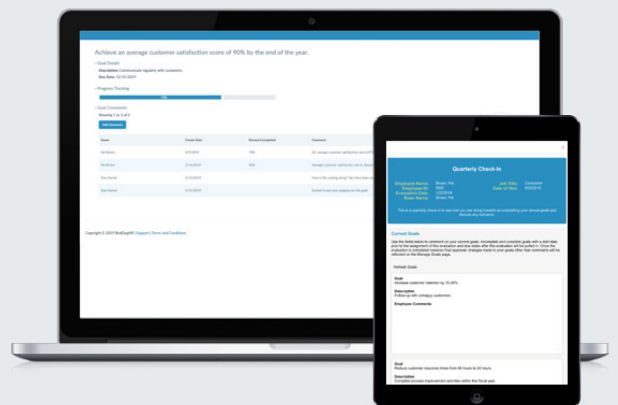
Encourage year-round behaviors, resulting in higher employee engagement and lower employee turnover. Motivate your employees to be their very best by providing them with regular, actionable feedback.

### Align Goals with Strategy

When employees are working toward shared company goals the result is shared success. Take the guesswork out of what is expected. Define, discuss, deliver, manage and measure accomplishments.

### Support Your Diverse Team

Ensure equitable treatment of employees through consistent, standardized procedures. Managers are able to set, track and approve a variety of employee goals—from quantitative goals like quotas to qualitative ones like assertiveness—and see who's exceeding expectations.



70% of companies say there is a need to improve the link between performance management and other talent decisions.

— Mercer

Visibility into company goals and competency progress helps ensure your organization stays on track and achieves positive results. Arcoro Performance Management centralizes goals, competencies and 360 degree feedback to create a career roadmap for employee and organizational success.



### Competencies

- Create customized competencies
- Develop performance levels for use in succession planning
- Associate questions to competencies



### Individual Review Forms

- Create and manage unlimited forms
- Configure questions from several types and layouts
- Auto-save feature helps employees finish quickly and efficiently
- Use weighted sections to determine overall evaluation scores
- Supports ongoing reviews or recurring reviews (ex. quarterly)
- Automation with scheduling and reminders



### 360 Feedback

- Assign unlimited relationships inclusive of supervisor, peers, direct reports and self
- Solicit reviews from relevant people outside your organization
- Configure reports to include individual and company-wide rating
- Provides employee's top and bottom 10 behaviors



### Project Reviews

- Create and manage on-demand reviews such as project-based, skills assessment, discipline action form, employee recognition form, etc.
- Review employee performance on a project-to-project basis
- Provide managers with feedback from a project lead's perspective by individual, group or both



### Goals

- Enable employee creation of personal goals
- Provide drilldowns for managers to multiple levels
- Track and update goal progress with the capability to add comments and/or supporting documents/attachments
- Goals can also be included in the review forms with the ability to add in new goals within a form or via goal management

Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.

#### Hire



Applicant Tracking



Onboarding



Core HR



Benefits Management



ACA Reporting



Time and Attendance



Compensation Management



Performance Management



Learning Management



Succession Planning