HR SUITE OF SOLUTION

365HR Service KPI Performance Management

KPI Performance Management Modules

365HR Service of Solutions

- The Modules within the 365HR Service suite of Solution recommended for Rostering Time Management, are stated :-
  - Human Resources System Console (HRSC)
  - Human Resources Personal Bio Management (HRPBM)
  - Human Resources KPI Performance Management (HRKPM)

Two Module are the compulsory Module within the 365Hr Service solution offering as they act the controlling module within the suite of solution and they HRSC and HRPBM.

- **Key Benefits**

  - Single view of all issues pertaining to employee
  - Ability to track all Key Performance Indexes (KPIs) and Competencies of employee
  - Paperless Performance Appraisal with staff new incentives prompt for action by HR department
  - Automated generation of training needs analysis with suggested attendees to each training during planning of training for employee.

- **Single view of employee issues**

  HRKPM provides the HR department with a platform for the tracking of all the "wrong-doing" of each and every employee.
  This function's reports is usually mapped to the promotion and increment list before an approval in done for any new incentive.

- **Ability to track KPIs and Competencies**

  Linked to the HRKPM System provides a tool for HR to configure all the KPIs and Competencies into the solution by the job grade levels. The solution is also able to track all minimum grade nor score that is needed to be achieved by that grade.

  HRKPM is a flexible platform that is able to cater to most KPIs and Competencies used. This flexibility is usually needed as most organisation's would already have its own KPIU and competencies already set for each.

- **Extensive export functionality**

  365HR Service HRRTM provided a comprehensive list of report as standard feature. Even Linked to the HRLM is the HRRTM with this also supports a third-party reporting tool (BI Reporting Tool) for users to generate many more reports as per the organizational needs.

  It also support data exports to other reporting tools like MS Excel Pivot Report for ad-hoc reporting purposes.

365HR Service suite of solutions :-

Functionalities Of 365hr Service Solutions	KPIs Management Modules
KPIs Management Module	**Comprehensive Template report for audit trails**
• Automated KPIs base on the criteria set by the organization	**Report export functions to MS excel and plain text formats.**
• Accessible function group	
• Base one User login to apply or view leave type	**Web Enabled KPIs Management application engine**
• Transaction locking	
• Field locking	**Monitor employee Performance transaction history**
Transaction Audit record	**Comprehensive report which covers:**
• Any data update , delete, edit, add will save to audit record by "timestamp".	• Report By Pivotable
365HR Service KPIs Management setups that encompasses:-	
• Ability to setup unlimited type of offence and which work group is governed by these rules.	
• Automation of offence tracking based on organization policies.	
• Offence incident reporting by employees with entry screen for offences that are not automated.	
• Automated offence disciplinary action prompts	
• User definable main framework of the competencies or KPIs.	
• User definable competencies structure and also the structure scoring	
• Allocation of these competencies to the employee groups by HR department	
• Ability to view the competencies of the employee current position and also for a target position, where it provides for manpower planning.	
• Employee's current competency scoring will be linked to the performance appraisal thus to give current status of the employee	
• Automation of performance appraisal forms into the solution.	
• Quota enabled appraisal thus enforcing the bell curve base on the organisation policies.	
• Full historical appraisal of each employee	
365HR SERVICE AUDIT TRAILS MANAGEMENT FOR ALL MODULE	

For more information about of HR Service Solutions