



hSenid PERFORMANCE MANAGEMENT

Reduce Bulky Paperwork

Change the exhausting manual processes associated with carrying out performance appraisals into a fully automated, smooth task.

Motivate your Employees

Use this clear and transparent system as a base for bonus calculations & promotions, thus motivating your employees to improve performance.

Align Goals with Company's Strategy

By a joint setting up of goals and targets by supervisor and subordinate, direct your employees to channel their efforts in line with overall strategy.

Tailored Training

Identify individual training needs and boost your results by providing the right people with the right trainings.

Be Informed

Use a variety of reports to identify strong and weak spots, track the progress in your employees' performance and of the whole company.

Fully Automated Online Appraisal

Facilitates carrying out of the entire appraisal process from goal setting to year end appraisal online. The solution also includes a comprehensive built in workflow management component which will automate the entire process making subordinate supervisor interaction an simple task.

Integration to Email

The ability of the system to integrate with your mailing system enables automatic prompts and alarms where ever needed

Empower your Employees

The manner the system is configured makes appraisees feel more involved in the process.

Motivated, skilled and high performing employees are a necessity for any company in order to be able to fulfill its goals. Even in a relatively small organization, processes of modern Human Resource Management become a complex set of tasks that requires appropriate software support. The same holds true for monitoring, supporting and keeping track of your employees' performance.

hSenid's web-enabled Performance Management solution is ready to facilitate performance appraisal management in any organization. It is fully capable of handling even large volumes of data and transactions. It is possible to accommodate your specific requirements for customization, in order to add the highest possible value to your business.

hSenid's solutions are backed by many years of experience. hSenid Business Solutions is specialized in HR Management Information Systems and has extensive experience with implementation and integration of its products across different sectors. Just like the rest of its solutions, Performance Management can easily be integrated with any third party software.

HRMenterprise

01. Employee Information Manager
02. Organization Structure
03. HR Admin Services
04. Employee Life Cycle
05. Recruitment
06. Disciplinary
07. Time & Attendance
08. Leave Management
09. Payroll
10. Benefits Administration
11. Fund Management
12. Pension Management
13. Request Tracking
14. Competence Management
15. Training & Development
16. Performance Management
17. HR Planning
18. HR Dash Board
19. Employee Self Service
20. Report Navigator
21. Analytical Tools



FEATURES

Performance Management comes as an optional module of hSenid's comprehensive HRM Enterprise. It is a customizable and flexible tool to monitor and support the performance of the employees in your company. Managers can carry out appraisal processes tailored to their specific needs and access the information in a variety of different forms and reports.

✓ DEFINE OWN APPRAISAL FORMS

You can easily define different appraisal forms, and use them for specified groups of employees, e.g. executive / non executive or other.

✓ DEFINE GRADING CRITERIA

Among many other flexible features, you can also define grading criteria to fit your needs.

✓ COMPETENCIES & VALUES EVALUATION

The system will facilitate the user to carry out the competencies and values evaluation as a part of the annual assessment.

✓ MID YEAR QUICK REVIEW

Facilitates carrying out a mid year quick review where you could revise previously planned goals and targets to suit the present context.

✓ TRACK EMPLOYEE PROGRESS

See how a specific employee is progressing with time, and use this information for managerial decision making purposes.

✓ GENERATE INPUTS FOR TRAINING

Based on the assessments carried out at specified intervals, supervisors can indicate a training need to fill in a competence gap.

✓ USE APPRAISAL METHODS OF YOUR CHOICE

Set up schemes with the use of 90 degree, 180 degree, 270 degree or 360 degree appraisal methods, where self, supervisors, subordinates and peers, customers get involved in the process.

✓ SET GOALS AND TARGETS

Have your employees and their supervisors set goals and targets in line with the company targets and goals, to be evaluated at the appraisal.

✓ PROFICIENCY LEVELS

The user has been provided the flexibility of defining different proficiency levels for each competence depending on the importance of the competence defined, for the designation and the salary grade.

✓ CRITICAL INCIDENT JOURNAL

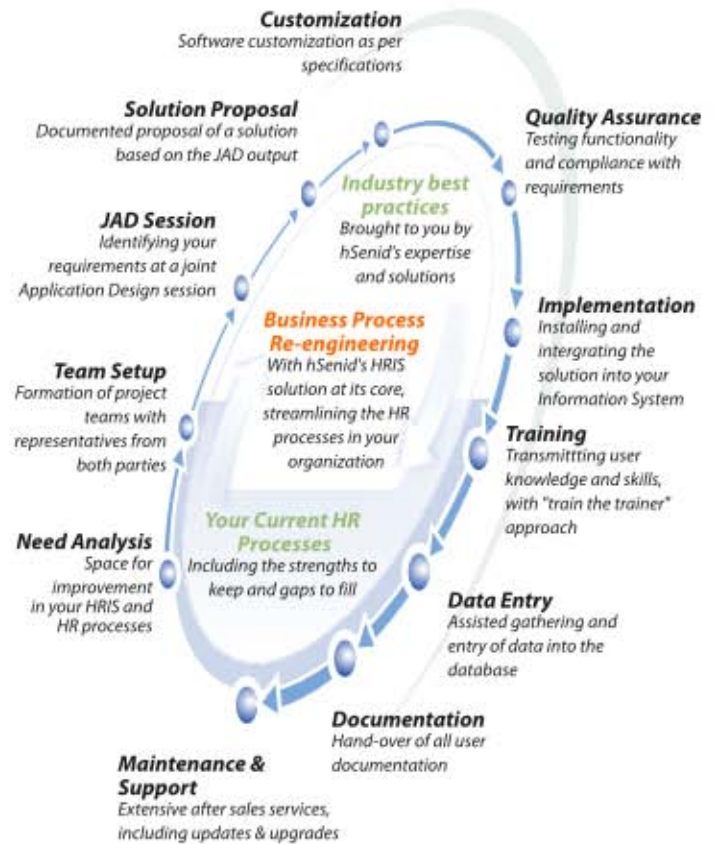
Maintain you own personal journal with your achievements and misses and also your subordinates. Becomes a handy source of information at the year end appraisal.

✓ TRACK WHOLE SECTIONS / DIVISIONS ETC.

Use reports to see development or stagnation in different parts of the company.

✓ APPRAISAL ALERTS

Automated alerts when appraisal is due is a feature which will let you conduct all your appraisals smoothly and on time.



To read more about hSenid, our products, services, customers and why we think you should choose us as your solution provider, please visit www.hSenid.com

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