



# Performance Management

## Technology that delivers results

We also believe that training, strong commitment and hard work alone do not deliver results.

Our performance management technology is therefore built to allow you to focus on the achievement of results. At the heart of our performance management technology is our Dynamic Job Profile, the first job description that can change with the business and the market to which it is directed. The profile contains company, team and individual goals that span across the entire business, thereby creating uniform objectives for all. Associated with each objective is a quantifiable measurement standard. These form a performance score card that may be used as a goal set for employees and as a measuring instrument for managers and executives.

Our flexible technology allows you to implement almost any performance management methodology of your choice. We fully support both competency or output based definitions that form the foundation of all performance assessments.

The Talenger 360 degree assessments give a full view of employee's strengths and areas where improvement may be required. Performance measurements may be executed at regular intervals or on an ad hoc basis. Contributors to the performance measurement may include managers, co-workers, clients and subordinates. The evaluation results may be weighted to optimum affectivity.

**Simply put, our performance management technology includes services to ensure that**

**goals are consistently met in an effective and efficient manner.**

The Talenger Job Profiler and Performance Manager are available as an ASP service or a locally installed application within your network.

## Management for effectiveness

The Talenger Performance Manager ensures that:

**Everyone, at all levels, is aligned to the corporate strategy** with unlimited scalability, ease of use, and data access.

**Common user experience exists throughout the technology** with a single integrated database.

**Support is provided for multiple performance management methodologies** with flexible scorecard technology.

**360-degree perspectives** with access to internal and external evaluators, each with their review cards tailored to obtain maximum value.  
**Performance assessments may be scheduled** with intervals best suited to your organisation.

**A protected data environment exists** with role-based levels of data access and security that limits data access to specific authorised individuals.

**A comprehensive visual display of performance data**

with views on employee, team and company performance is automatically generated

**All elements of your operation are completely integrated**

with our intelligent Job Descriptions, Human Resources Management, Training and Resourcing modules.

**What we deliver**

As a web-based, ASP solution, or a locally installed service, Talenger provides comprehensive functionality at competitive prices. Features offered with every software package include, but are not limited to:

**Create Score Card** – Performance score cards may be created by Job Title and associated with an Employee.

**Score Cards** – Comprises of Company, Team/Departmental and Individual performance score card elements.

**Weight by element** – Score cards may be weighted by Company, Team or Personal Deliverables.

**Deliverables** – An unlimited amount of deliverables (outputs) may be associated to each category on the scorecard.

**Deliverable components** – Deliverables are associated with experience, time, profiles, competencies and skills.

**Evaluators** – Each deliverable may be assessed by internal and/or external evaluators.

**Evaluation Scheduling** – Performance assessments may be pre-scheduled at the beginning of the year.

**Performance Assessments** – Scheduled assessments may be done by supervisors or external evaluators.

**The scorecard** – The system generates questionnaires for the evaluation process. This makes the assessment process very easy.

**Electronic evaluation** – Electronic evaluator access with employee rating scales.

**Assessment guidelines** – Evaluation criteria are provided during assessment to create consistent assessment practices.

**Graphic view** – All performance assessments are displayed graphically by teams, departments and the organisation.

**Force complete** – An assessment may be closed if certain of the evaluators did not respond to the assessment invitation.

**Remuneration and incentives** – System generates recommendations for training, salary increases and incentives according to rating scales.



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