

Performance Management

Overview

Every organization needs a method to track employee performance vis-à-vis objectives, as well as assess growth of employee skills and competencies.

Traditional paper based (and lately e-mail, PPT and word based) methodologies have proved to be cumbersome, tiring and prone to lot of system and process defects.

Replacing these with automated solutions enables managers to easily link corporate goals with individual goals, giving them a picture of staff effectiveness. HR can spot silos more easily.

Easier monitoring of individual performance not only enables better communication between employee and manager, but also promotes a spirit of candor and openness. It also enhances departmental performance, thereby contributing significantly to overall organizational effectiveness.

We at EKAAGRA can develop a customized product for you in consultation with your senior leadership and HR.

We can also offer our services in other areas such as

- (i) Design and execution of Leadership Development Programs
- (ii) Customization of training programs specifically for your requirements

Highlights:

- Web Enabled
- Accessible anywhere
- Secured & Safe
- Instant Results
- Archiving
- No Hassles

(iii) Management of Campus Talent Acquisition Program



Performance Management is not a single, “once-a-year-surprise”; it’s a continuous feedback sharing process. Appraisal is the responsibility of both the Appraiser and the Appraisee.

Advantages

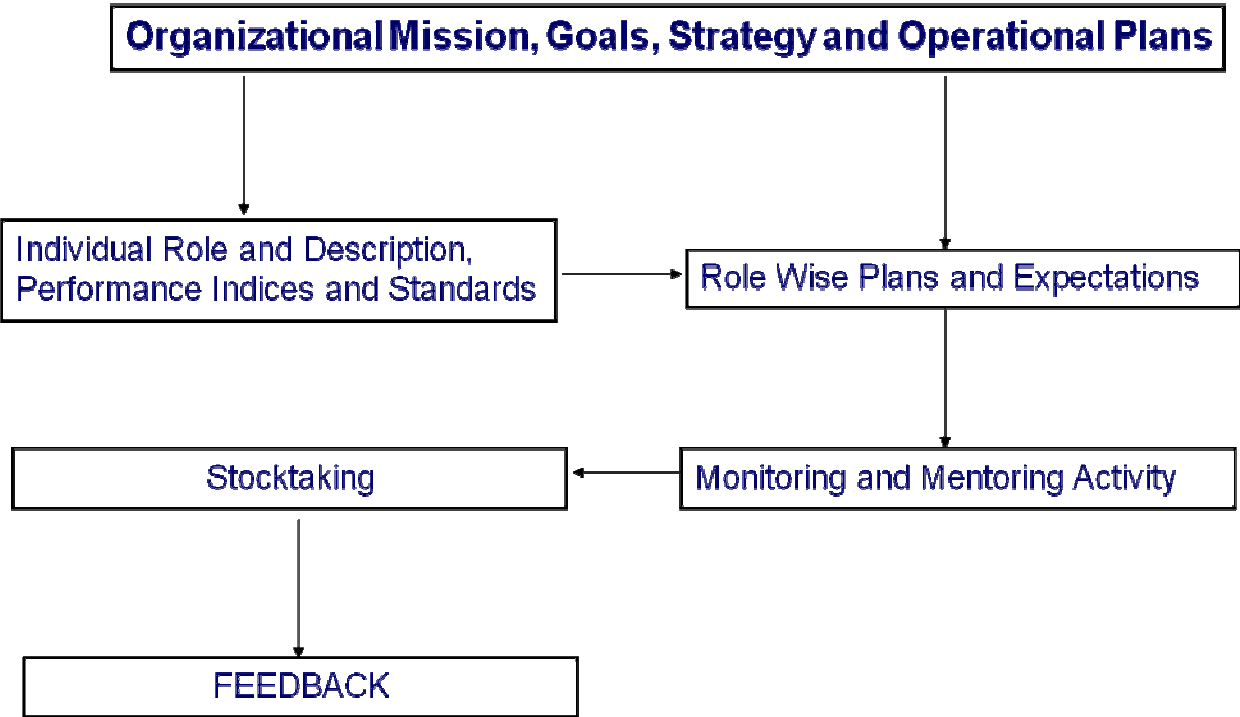
- Availability of all goals in one place will help senior management to align these more efficiently and quickly with organizational goals
- Each person will have clear cut goals easily traceable by him and his manager.
- Goals and achievements can be kept in one place over a period of TEN YEARS.
- Thus performance of an individual can be made available over a period of time, thereby strengthening the SUCCESSION PLANNING process

- Top down - flow of goals can be easily done, leading to more effective dissemination of organization goals.
- Online system reduces errors, and saves valuable time
- Greater transparency is ensured in the process
- Documentation is made easier.



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Performance Management Process



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