Pi (π) Performance Management Solution Needs Analysis Guide

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Pi (∏) Performance Management Solution For HR Professionals

Pain point: When we have planning meetings with management, the roll-out process for the strategy is time consuming. It would be great to have a tool which allows managers to update skills, goals, values, behaviours and job descriptions directly into the review process so that an agile approach to planning and operations can be achieved.

Subscribe-HR has the capability to load Announcements into the Performance Solution for the business as a whole, as well as each department. Each department lead, or HR can update Skills, Goals, Values, Behaviours and Job Descriptions according to the strategic changes and then seamlessly communicate the changes to the entire organisation, or only to team members in relevant departments. By doing this, the key attributes for managing performance can be deployed into the live employee environment so that reviews and feedback can be utilised instantaneously. This allows you to be more productive and efficient. Each strategic announcement / change in focus can be distributed through this process, as well as new review types being assigned to Jobs.

Pain point: The Performance Review process creates a lot of work for HR and Managers which burdens them unnecessarily.

Subscribe-HR allows you to easily set-up reviews without the need for customisation and coding. Different reviews can be linked to different Jobs if needed.

Pain point: When we want to make changes to the review process, its takes a lot of time and money to reconfigure the forms which Employees and Managers use to perform the review itself.

Subscribe-HR allows SA (System Administrator) users to create and define each Review, using tools which cater for workflow processing, elements, rating scales etc. This allows you to cater for pivots that inevitably arise, which results in huge cost saving and increase in productivity.

Pain point: Our business wants to capture real-time information about one-on-one meetings, feedback and recognition received from colleagues and managers so that the Review process is more balanced and performance is consistently measured across the year. We don't think performing reviews on an annual and bi-annual basis provides realistic and accurate information on the performance of Employees.

Subscribe-HR has a feedback facility whereby Employees can provide real-time feedback to anyone in your organisation. This promotes values, behaviours and skills being displayed right across the business instead of just within a department. In this way, values and behaviours become part of the DNA of your business in a demonstrable manner. The data that is captured also assists Managers with providing information that would normally would have to be remembered, or filed away in paper or e-mail. Time is saved, people are less stressed during the Review process and the Review is far more accurate.

Pain point: We want to be able to use 360 Degree surveys in conjunction with the standard type of Review process. However, we find the current Surveying Tool we use cumbersome, because it is not part of HR; rather it is a Survey tool which is not HR best-of-breed, like Survey Money.

Subscribe-HR has an integrated survey tool, which allows you to deploy HR Surveys for directly in the Subscribe-HR system. All surveys, history and responses by Employees (or external stakeholders) are stored directly against the Employee record. Non-system users can also respond to surveys allowing for great 360 Degree Review surveying capabilities.

Pain point: How do we manage salary increase and bonuses in the most effective way, to get the best out of our Employees?

Subscribe-HR allows Managers to be assigned a budget each month, so that they can provide their team with smaller rewards for the feedback they have received in that month which creates a more balanced, less skewed effort.

Pain point: Learning and development can be expensive and hard to align to performance. It would save so much time and make the business so much more productive if we had a method which allows for people to connect with Mentors or Managers to learn in real-time, on the Job.

The 'Organise, Supervise, Deputise' funtionality within the Performance Management solution is like an Action Plan that can be set-up between the Manager and Employee, or Employee and Mentor. The Organise part of the Action Plan is based on outlining what needs to be learned, including skills, behaviours, etc. The Supervise part relates to what type of intervention or coaching is going to be used: Mentor, training, knowledge base, on-line training etc. The Deputise part is based on certifying (either by the Manager or by completion of the on-line/face-to-face course), that the Employee has obtained this outcome. Each of the end points in Organise, Supervise, Deputise, Performance Reviews and Surveys can be used to formulate an auto calculation (Pi) score in a given period, for each Employee. Knowledge base articles can also be submitted into OSD as part of the learning, so that if there are any other Employees that can benefit from it, it can be searched for by them.

Pain point: How do I create succession planning with all this data in the Performance Management solution?

Subscribe-HR's solution allows you to automatically built Talent Cubes using definitions which will then populate the talent pool with Employees that match the definition. This means that you can then use the Talent Pool information to run succession based IQ searches with the option to move people into different roles based on actionable OSD Plans with readiness dates (Deputise dates).

Pain point: How do I make meaning of all the data relating to an Employee's performance across a period of time?

Each Employee record has an analysis tool option which can be used to calculate an auto-score for their performance (their Pi score). The auto-score is derived based on customisable formulae options that you can select. All end point information will be used to calculate the score, and all details within the period will be displayed in a format which is easy to read and will enhance your ability to arrive at fully informed outcomes. Dashboard views can also be set-up so that potential and performance graphs present meaningful information to Managers and the Leadership team.

About Subscribe-HR

Subscribe-HR is Australia's leading provider of cloud based e-Recruitment and Core Human Resource Management Software-as-a-Service Solutions, for medium sized enterprises. These solutions have been specifically designed to deliver unbeatable Features, Flexibility, Business Benefits and Freedom. No Complexity or Hard Costs. Choose only the solution your organisation needs and pay by the month based on the size of your business. All delivered instantly and seamlessly over the Internet.

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