

IMOVE People First Performance and Goals

Deployment Timeline: 6 weeks

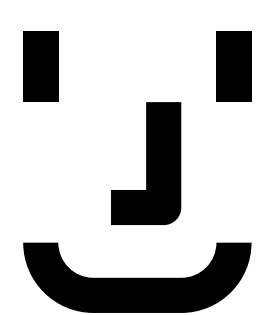
Price starting from: 0.65 M THB

Subscription fee: 90 THB/user/month



SAP® Qualified
Partner-Packaged Solution

Benefits



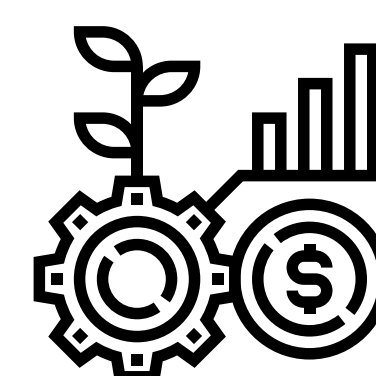
Simplify

Provides simplify HR process and powerful solution with technology and seamless integration.



Quick & Lean

Enables faster time to value with clearly defined scope of implementation, pre-configuration content but flexible enough to allows some personalized design.



Cost Effective

Deliver best business practice, rapid deployment pre-configured, localize compliance and regulatory reporting which could save up at least 40% time and effort reduction compared to similar scope of traditional project.

Challenges

Unrealistic and unclear goals create a culture of dissatisfaction and disengagement amongst the workforce.

The difficulty of tracking the entire performance appraisal process

The lack of constructive feedbacks and communication on regular basis throughout the year.

Solution

1 Setting goal with recommended SMART Goal Library (Specific, Measurable, Attainable, Realistic, and Timely).

2 Align company goal with cascading feature.

3

Monitoring, tracking, and continuous update progress/results.

4

Simplify the review process for employees and managers.

5

Review and identify competencies for team in one page.

Performance and Goals Scope

Goal Management

- 1 pre-defined goal management template with set of defined fields
- Organize categories by balance scorecard or other set of organization concept
- SMART Goal Wizard with recommendation goal library from SuccessFactors
- Individual Goal/KPI with cascading concept
- Integrate CPM and PM form

Continuous Performance Management

- Integrated with Goal & Performance
- Quickly track and update activity, status and effort for each goal
- Provide coaching for employee
- Record achievement that linked with goal for performance review consideration

Performance Management

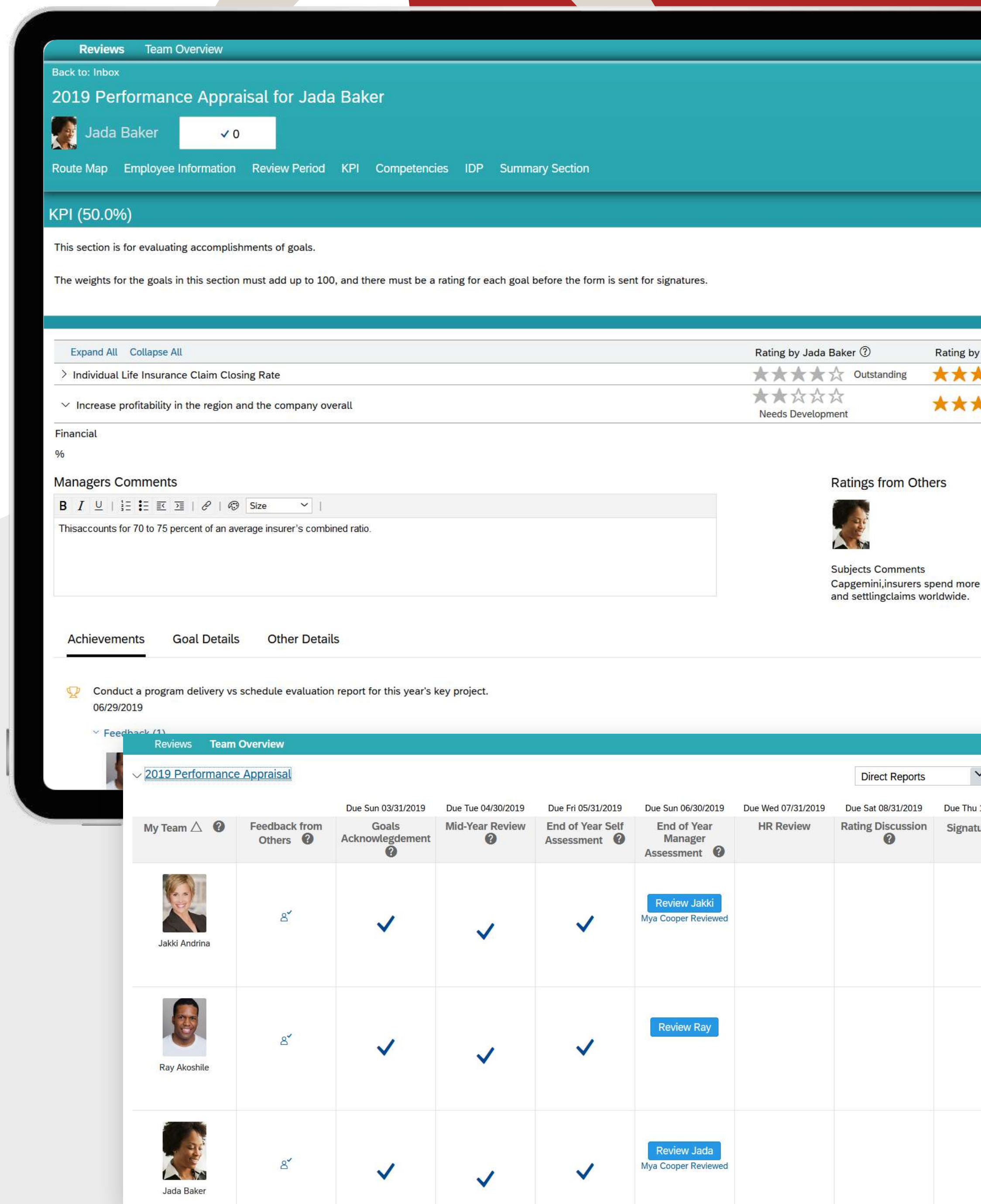
- 2 pre-defined performance management form template (Management / Non-Management level)
- Team Rater allows manager to rank and review direct report employees' competencies in one page
- Workflow : Employee > Direct Manager > 1:1 Meeting > Sign Evaluation Form

E-mail Notification Template (EN/TH)

- Goal Management
- Performance Management
- Continuous Performance Management

Standard Dashboards

- Goal Dashboard
- Objective Status
- Objectives by Completion
- Objective Distribution
- Aligned Objectives
- Objective Due Range
- Performance Dashboard
- Form Status
- Forms Overdue
- Performance Rating Summary



Standard Reports

- Form List
- Goal List
- Goal Plan Summary Report
- Overall Rating Report
- Employee Comparison Competencies Evaluation
- Ratings Summary

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