



PERFORMANCE MANAGEMENT

#HireToRetire
Software

ASL Consulting, a division of ASL Enterprises Inc. (ASL), is a leading provider of Human Capital Management Systems Software and Professional Services. Since 1989, ASL has provided software and professional services to private, public and not-for-profit organizations globally supporting multiple languages, currencies and country regulations. Today, our software is used in over 49 countries. For more information visit our website at www.aslconsulting.com

Performance Management



Integrated Performance Management

Performance Management is an integral part of HR Director™ Human Resources Management System enabling an end-to-end solution for talent management for organizations globally. No need to perform cumbersome import/export functions using standalone solutions for Performance Management, Compensation and Succession Planning. For organizations with international requirements, the system manages standardized, workflow-based assessments in multiple languages in a secured environment.

Manage Goals & Objectives

For the large majority of organizations, pay for performance is key to attracting, developing, engaging and retaining top performers. So improving top line and bottom line results with one powerful, easy-to-use solution for managing performance is vitally important. According to Dr. David Cohen, managing performance is a continuous activity and setting up defined organizational goals and objectives and managing employees' achievements, key milestones as well as challenges and roadblocks can be done continuously online.



Align Goals With Business Objectives

Continuous monitoring and identification of performance issues allows for immediate realignment and the ability to document accomplishments in real time helps to improve quality, transparency and engagement in the review process. This helps to better align employee goals with business objectives increasing productivity and ultimately profitability.



360° Feedback For Transparency

Traditional performance assessments typically involve a manager and their subordinate. With 360° or multi-evaluator Feedback, managers are able to be more objective and bring a level of transparency and credibility to the performance management process. Requiring subordinates, peers, other indirect managers or even executives to provide input and feedback provides more broad-based insight and reinforces accountability. Multi-evaluator feedback can be included as needed in any kind of performance assessment and can be secured as desired using the system's configurable workflow capabilities.



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Performance Management

#	Goal/Objective	Evaluation Criteria	Supervisor Comments	Agree	Rating	Employee Comments
1	Complete leadership training course before the end of the quarter	training courses provided by the local college can be attended		<input type="checkbox"/> Emp <input type="checkbox"/> Mgr	<Select a Rating>	
2	Learn more about the new office communication tool before	evaluation of the new tools using the provided guides		<input type="checkbox"/> Emp <input type="checkbox"/> Mgr	<Select a Rating>	
3	Gain upward feedback before the end of the quarter to establish what can be	feedback from the department manager can be obtained before proceeding to the		<input type="checkbox"/> Emp <input type="checkbox"/> Mgr	<Select a Rating>	
4	Objective 4			<input type="checkbox"/> Emp <input type="checkbox"/> Mgr	<Select a Rating>	
5	Objective 5			<input type="checkbox"/> Emp <input type="checkbox"/> Mgr	<Select a Rating>	

Powerful and Easy to Use

Because we use browser-based, Internet Self-Service Technology and workflow functionality to provide step-by-step guidance, minimal manager and executive training is required. Integration means that approvals are automatically sent to management, HR and executives for approval.

- Familiar browser-based user interface
- Step-by-step configurable workflow to guide users



Flexible Workflow, Reporting & Analytics

The system allows users to configure workflows, forms, ratings, weighting and more. Users can also print status, exception, audit and standard reports such as Performance Assessment Forms and more.



Guaranteed Service and Support

With over 30 years of excellence in providing powerful Human Resources Information Technology solutions, we are uniquely positioned to provide and support our applications. Personalized assistance is available directly from our highly skilled and respected customer support specialists or by self-service via the Internet. Access is available 24/7 via self-service and you'll get answers to your questions from our product experts.



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Single Solution

Allow authorized users a single solution for Performance Management without the need for separate systems for different assessments such as multi-evaluator feedback.

Management Reports

Standard analysis, performance review, audit and exception reports are included.

Powerful Rules-based Engine

Set up performance assessment rules as well as form routing and escalation to simplify completion of performance assessments by managers.

Multiple Evaluator Support

The system supports single as well as multi-evaluator assessments so that subordinates, peers, indirect managers and executives can provide private or public input.

Configurable Workflow

Configure forms design, routing, participating employees, managers and executives, approval levels, visible data and more.

Electronic Dashboards

Allow users to see real-time statuses, reviews completed, time-to completion etc. in a graphical dashboard format

Unlimited Assessment Types

Define unlimited assessment types such as probationary, merit, annual or periodic and include as many parts as needed such as interim or final.

Secure Access to Assessments

Integrated multi-level security prevents unauthorized access to confidential data and avoids potential legal proceedings

Organizational Standards

Set up standardized libraries of goals & objectives, ratings, weightings, competencies and more.

Integration with ASL Software Suite

Performance Management is fully integrated within ASL's HRMS and Payroll so all data is provided in real-time. Any changes to data or approvals are automatically saved and available for processing.



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