



performance evaluation

At viaPeople, we believe the performance management process provides the most significant opportunity for any organization (regardless of size or industry) to increase the contribution of its employees. Performance evaluation should not be a once a year administrative burden that stops the company in its tracks. Rather, it should be an ongoing process that is connected to the corporate strategic plan.

our performance evaluation module

The viaPeople Performance Evaluation module is part of our integrated suite of products and facilitates:

- Setting goals and expectations
- Communicating competency and skill requirements
- Tracking and documenting performance
- Evaluating performance at any frequency
- Creating and monitoring development plans

Performance Evaluation Features:

- **Easy to Use** - The viaPeople team of industrial/organizational psychologists has designed the PE module with robust features and powerful reporting while still maintaining its ease of use.
- **Fully-Hosted, Web-Based** - All of the viaPeople software modules are hosted and delivered via the Internet allowing for easy access. There is nothing for your company to install and little to no investment from your IT organization.
- **Goal-Setting, Tracking and Measurement** - Managers can "cascade" goals down to employees for clear objective setting. Employees can then track multiple goal attributes for more accurate measurement.
- **Flexible Workflow, Customized Forms** - Our technology can facilitate a variety of workflows and automate your current evaluation forms. If your organization does not currently have evaluation forms, our consulting team will work with you to develop them.
- **Powerful Reporting** - Individual, aggregate and comparative reports provide insight into the capability of the organization. Performance data may be linked to financial and operating metrics to calculate return on investment.
- **E-mail Notification** - E-mail notifications help keep the process on track. They can be customized by content and frequency of distribution and operate within any e-mail system.





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- **Paper Evaluation Integration** - viaPeople can provide an end-to-end solution for the processing and data integration of paper-based performance evaluation forms.
- **Real-Time Monitoring** - Allows designated Client Administrators to easily monitor each step of the performance evaluation process for each department of the organization.

specialized consulting services

Process Design

Our industrial/organizational psychologists will help define the right process for your organization to ensure more accurate and meaningful results.

Form Development

Our team will identify those performance factors which are critical to individual and organizational success and can be easily and accurately evaluated by all employees.

Training

Our industrial/organizational psychologists can assist you in designing and delivering individual training programs or "train-the-trainer" sessions for your HR/OD team. We provide rater training to help minimize rating biases and ensure more accurate results, as well as manager training on how to deliver effective feedback and coaching.

