

CorIncentive

Align human resources to business objectives

Employee Performance Dashboard

[\[Change Employee\]](#)

Name: Ms M Cook **Job Title:** General Manager
Org Unit: Relax Spa, Marketing **Location:** Bali
Reports to: Mr C E Olap **Flight Risk:** Low
Emergency Cover: Ms J Connor **Successor:** Ms R Edwards

[\[Edit Details\]](#) **Performance Status:** Review Pending **Competencies:** [\[Review\]](#)

Objective	Target	Weighting	YTD
Period: Current			
Develop knowledge in Chinese medicine	10	10	8
Increase Massage Revenue by 15 percent	25	25	25
Reduce time taken to book clients	15	15	10
Develop more timely closing process	10	10	5
Improve client relationship management systems	15	15	8
Reduce cost of massage and acupuncture material	25	25	15
Period: Last Year			
Reduce time taken to book clients	25	25	20
Create better waiting environment in massage cli	25	25	25
Increase revenue by 10 Percent	25	25	25
Train staff in basic massage and acupuncture	25	25	20

Managers Comments

Monica has had a great year so far with Relax Spa. To date almost all of her objectives for the year are on target and through the experience and knowledge she has gained over the last year, has started to apply these to the general running of the Bali spa; the results speak for themselves, patronage is up, general running costs of the business are down and the employees that work in the spa in Bali seem to be happy both with Monica as a boss, but also with the opportunities she is giving the employees to grow and develop within the Spa. Monica is one employee we should be pulling out all stops to keep.

Competencies:

- Customer focussed: 8
- Is loyal to brand: 7
- Resourcefulness: 7
- Responds well under pressure: 8
- See efficiencies and cost savings: 7
- Selflessness: 7
- Trains and Retains best talent: 7
- Treats employees with respect: 7
- Understanding towards employees: 7
- Work sfor the company: 7

Human capital – the collective knowledge, skills and experience of people that contribute to organisational performance – is an asset that can be used to drive performance and get results.

Each organisation will face different challenges, but the development, retention and utilisation of human capital are critical to the success of most organisations. To effectively contribute to the business plan, employees need to be part of an environment that supports their performance, as they support the performance of others.

Periodic appraisals are a valuable opportunity to review outcomes, assess competencies, communicate objectives and develop plans to improve individual contributions.

CorIncentive makes individual responsibilities, appraisals, performance outcomes, rewards, employee development plans and succession plans part of a human resource plan that is aligned to the overall business plan.

KEY BENEFITS

Improve productivity

Ensure employees focus their time and efforts on the most important activities, through a clear line of sight from an employee's daily activity to the organisational strategy

Improve corporate visibility

Manage employee performance with personalised dashboards, scorecards and detailed reports

Align the workforce with business strategy

Improve human resource planning by capturing important employee information along with employee development plans and succession plans that support the business objectives

Increase employee loyalty

Improve employee loyalty through appropriate rewards and 'buy-in' to the business plan

KEY FEATURES

Repository of human capital data

- Records human capital information relating to performance and the execution of strategic objectives, information which is otherwise not available in other reportable systems
- Quantitative data, such as performance indicators and assessments
- Qualitative data, such as objectives, accountabilities, competencies, appraisals and development plans

Highly scalable

- Unlimited users, employees and assessments
- J2EE web architecture with a relational database
- Configurable role-based security that supports and extends single sign-on and LDAP

Dashboards & reports

- Consolidated views of employee performance
- Detailed analysis of performance information
- Exception reports (e.g. highlighting non-performance)
- Development plans, talent plans and succession plans
- Reports of historical information
- Available online and for printed outputs
- Templates for dashboards, reports and analysis, based on 'best practice' management standards
- Ad-hoc reporting and analysis

WHAT SETS CORINCENTIVE APART

Workflow

- Appraisals, reminders and approvals
- Alerts and escalations
- 360 degree feedback

Flexible business model

- Supports all commonly-used employee appraisal methodologies
- Terminology can be easily modified to suit customer conventions
- Centralised or decentralised data administration via the web
- Standard reports and dashboards that reflect 'best practice' methodologies
- The entire application – management frameworks and visualisation – can be modified to meet customer needs, without any programming skills required

Integration with related solutions

- Scorecards and performance measurement systems
- Human resource, personnel and payroll systems
- Budgeting and planning systems
- Other CorVu solutions or leverage existing third party systems
- Automated data integration using CorVu's powerful Automated Data Xchange (ADX)

Simple user interface

- Exceptional visualisation for dashboards, analysis and reports
- Intuitive interface to navigate all related performance information
- Consolidated views are available for individuals, teams and business units

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