SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107
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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit II – EHRM

Topic 6: E-Performance Management & Compensation Design

E-PERFORMANCE MANAGEMENT

E-Performance Management is the planning, implementation and application of information technology in managing performance management system.

FEATURES

◂ Job or individual centred performance contract

◂ Uploading of performance criteria

◂ Secure online appraisal with password

◂ Automatic e-mail notification of completed appraisal to employee and manager

◂ Workflow system to monitor appraisal progress

CONTD…

- Archive retrieval possible for retrieval of previous period appraisal

- Assigning different weighting protocols

- Viewing competency ratings

- Viewing compensation details

- Career advancement and opportunities available.

PROCESS OF E-PERFORMANCE

◄ State 1 – Establish and weight criteria

◄ Stage 2 – Rate the employee

◄ Stage 3 – Setting a formal meeting with employees

◄ Stage 4 – Finalise e-performance document for HR approval

BENEFITS

Benefits to Organisations:

➢Provides a flexible tool

➢Allow employees to collaborate

➢Able to develop employee development plans and learning programmes

➢Helps in screening the employee's skill sets and succession planning

➢Helps to automate the administrative process

BENEFITS

Benefits to Managers:

◄ More focus on performance alignment with organisational goals.

◄ Easy accessibility on employee's performance

◄ Integration of HR strategy

◄ Root cause analysis for marginal performers

◄ Instant feedback on performance

◄ Able to show the progress in individual development plan

BENEFITS

Benefits to HR Professionals :

➢Assurance of goals & KPIs

➢Progress of goal/KPIs setting

➢Monitor appraisal bias

➢Paper based forms eliminated

➢Effective process management

➢Effective conductive of goal/KPI setting

➢PM more entrenched in the organisation

LIMITATIONS

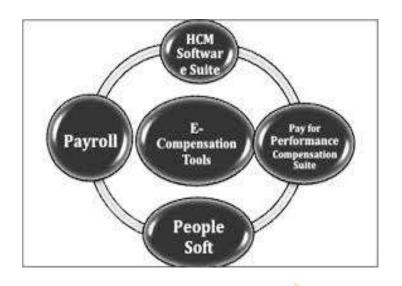◄ E-PM may not automatically lead to higher individual performance.

◄ Negative consequence of technology lead the employees to distress the e-PM system

E-COMPENSATION

E-compensation is a web-enable approach to an array of compensation tools that enable an organisation to gather, store, manipulate, analyse, utilise and distribute compensation data and information.

E- COMPENSATION DESIGN

◄E- compensation is designed with the help of e-Compensation software.

◄Example : Kenexa's CompAnalyst System

◄Kenexa's 2x Perform

◄Taleo

◄Cornerstone

◄Halogen

ADVANTAGES

◄Effective Adaptability

◄Accessibility to knowledge management databases

◄Accessibility to compensation information and tools

◄Easy management of compensation systems

DISADVANTAGES

◂High costs

◂Downtime

◂Data risks

◂Lack of flexibility

RECAP

QUESTIONS???

THANK YOU