



## PerformancePAM

## Talent Management for Sage Abra

Actively managing employee performance is paramount to the success and growth of a business. But sometimes that task can seem daunting. PerformancePAM for Sage Abra can help transform that task into an indispensable business strategy. Identify strengths and areas for improvement in your workforce, and align employees and groups with goals to optimize your company for the greatest success.

### WHERE TO START

Global setup options and integration with Sage Abra allow you to get started with PerformancePAM quickly and easily. [Seamless integration](#) with Sage Abra eliminates the need for rekeying of employee data, guaranteeing the accuracy of employee information. Numerous sample appraisals are included in the PerformancePAM [appraisal library](#) and can be modified to meet your requirements or replaced with templates you create from scratch to accommodate your unique specifications. Within the templates, measurement criteria can be defined for similar job functions. Appraisals can be as simple or as detailed as your organization requires.

### MULTIRATER WORKFLOW

[Review workflows](#) can be configured to gather feedback from the employee's supervisor only or to gather feedback from multiple sources including the employee, the employee's peers, other managers, and even parties outside the organization like contractors, suppliers, or customers. These defined workflows can be as unique as your organization and may vary based on appraisal type and employee.

### VISUAL ANALYTICS

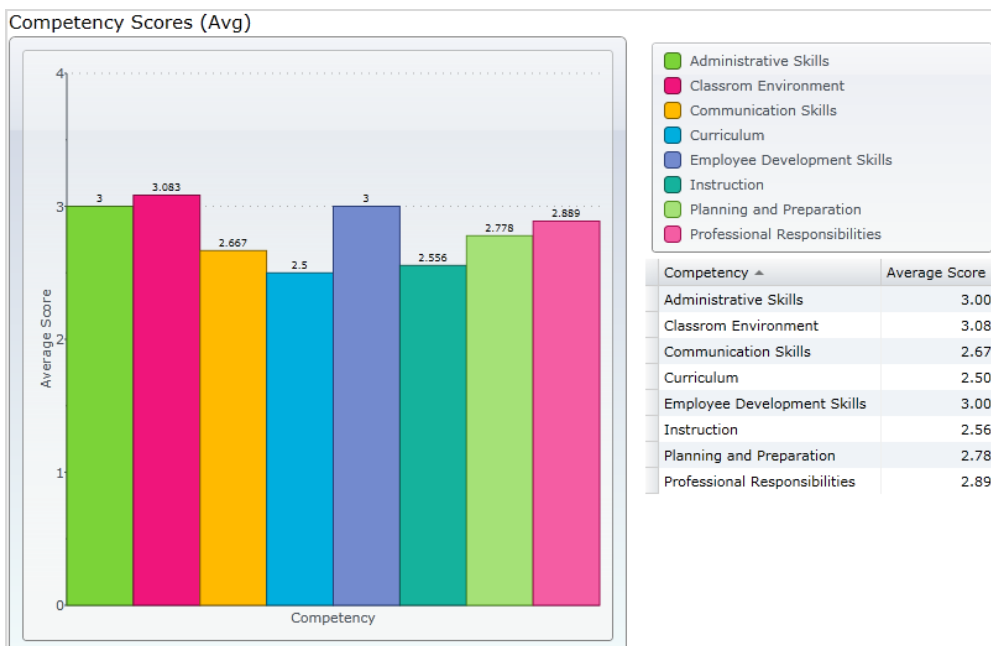
See a [visual representation](#) of where your employees' appraisals sit in the organization with PerformancePAM Analytics. Also view a visual analysis of how your employees score on competencies as a whole as well as individually and more.

### TOP FEATURES

- Multirater Workflow
- Visual Analytics
- Seamless Sage Abra Integration
- Goal Management
- Appraisal Library
- Phrase Selector
- Word Check
- Spell Check
- Outlook meeting integration
- Budget management
- Self Branding
- Paperless
- Browser based

### TOP BENEFITS

- Inspire employees to increase skills and talents and contribute to your company mission
- Reduce resources required to complete employee appraisals
- Increase compliance for completed and timely appraisals
- View an instant snapshot of where all appraisals stand in your company
- Align employee goals to departmental and corporate initiatives



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## FIND THE WORDS...

Thoughts can be hard to express, especially when they are meant to describe someone else's effort and progress. The **phrase selector** provides an extensive library of comments for reviewers to use or modify to best articulate their feedback for an employee. The phrases displayed are based on the competency being rated and the score the reviewer has selected.

## ...AND MAKE SURE THEY'RE THE RIGHT ONES

The **word check** feature helps reduce errors in appraisals and other documentation by recognizing language that is considered inappropriate as defined in the PerformancePAM setup.

Name	Albert Albright	Job Title	V.P. Engineering
Previous	Next	Save & Close	Cancel Save Word Check Phrases
Item Detail		Rating Definition	
Planning & Preparation			
<b>1.4 Individual Student Needs</b> - Planning documents indicate varied approaches to instruction and skill development - Evidence in planning to reflect student learning styles with teacher broadening and supplementing those styles, intelligences, modalities, and approaches. - Contract grading		<input type="radio"/> 1 DEVELOPMENT REQUIRED: Teacher does not possess adequate knowledge of different student learning styles. <input type="radio"/> 3 MEETS REQUIREMENTS: Teacher demonstrates understanding of the basic student learning styles. <input checked="" type="radio"/> 5 EXCEEDS REQUIREMENTS: Teacher demonstrates solid understanding of student learning styles.	
Comments	Suggested Phrases		
B I U X <sub>2</sub> X <sub>2</sub> [Rich Text Editor Icons] 3 Black White	Insert	Able to adapt to changes in deadlines and changes in the nature of assignments	
	Insert	Able to deal with multiple, competing demands	
	Insert	Able to take on new tasks and responsibilities when necessary	
	Insert	Adapts to change very well	
	Insert	Adapts well to new policies and reorganization	

## SET GOALS, PLAN DEVELOPMENT

Managing and encouraging employee talent development is critical to the growth and development of a strong company. Employee **goal management** is made easy with PerformancePAM. Managers and employees alike can define individual employee goals of a professional or personal nature for a holistic employee development plan. Future goals and objectives will appear on the next appraisal for easy assessment and follow up. An employee journal allows employees and supervisors to record notes on goals and performance between appraisal cycles throughout the year.

Employee Goals (Huang, Mary)				
Status	Tied To Appraisal	Time Period		
<input checked="" type="checkbox"/> Complete <input checked="" type="checkbox"/> Open	<input checked="" type="radio"/> All <input type="radio"/> Yes <input type="radio"/> No	<input checked="" type="radio"/> All <input type="radio"/> Since Last Appraisal <input type="radio"/> Date Range		
Goal	Start	Due▲	Tied To Appraisal	
Pass certification exam with at least 80% correct.	1/31/2011	3/1/2011		
Deliver the Dolphin project on time and within budget.	1/31/2011	2/25/2011		

## SPEND JUDICIOUSLY, REWARD WISELY

Make those difficult salary decisions easier with the **budget** feature in PerformancePAM. Budgets for salary increases can be put into PerformancePAM to help managers allocate those resources in the best possible way by staying in budget while rewarding employees financially.

## WHY CHOOSE PERFORMANCEPAM?

- Helping companies encourage employee development is our passion.
- We work to inspire companies and their employees to be optimized to their fullest potential.
- We specialize in customization and integration technology to provide your company the best fit possible in a system.
- Having been in business since 1993, we have the stability to provide you with consistently excellent customer service.

## CONTACT PERFORMANCEPAM

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At PerformancePAM, we help people and businesses realize their full potential.

