



New Directions in HR Technology

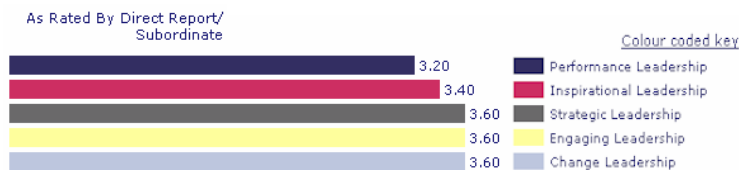
Aspiration
E-360 Appraisal



Electronic 360° Appraisal

designed to make your appraisal process quick and easy.

Used by some of South Africa's best known companies, Aspiration E-Performance management places effective performance management where it belongs—in the hands of line managers. 360° appraisal has never been easier. Statements are preloaded into the system and the client is then able to custom build any number of profiles that can be linked to employees. A number of reports with drill down capability are available to analyse performance results



Benefits For Line Managers

- Easy to use on line capture facility
- Employee performance and focus areas are accessible in an instant.
- 360° Appraisal provides unbiased and anonymous ratings
- Performance management is a key part of an organisation's integrated Human Resources strategy.
- Line Managers receive instant feedback on performance with drill down to individual employee

Key Features

- Over a 100 ready to use review statements
- Facility to add/customise Questions /Statements
- Custom Security Authorisation
- On line capture
- Drill down capability to identify gaps
- Easy to access reports and graphs
- Secure Password Controlled Environment
- Secure On Line Appraisal
- Workflow rater and ratee reports to monitor appraisal progress
- Option to include competency ratings

Benefits For HR Administrators

- Organisation wide quality assurance of performance and competencies
- Progress of 360° ratings can be monitored and managed
- Paper based forms are eliminated making process management more efficient and secure
- Line managers are more likely to conduct effective 360° ratings if it is an easy to use system.
- Mutual Appraisal more likely to become entrenched in the organisation

There are a number of 360° appraisal reports available including individual reports that include and exclude self ratings, organisational reports that allow individual comparison to group and individual graphs. The reports also allow for drill down to statement averages to analyse the category averages

The system provides reports for HR or Senior Managers to monitor the progress of completed performance appraisals in the organisation.

Aspiration E-Performance Management can be integrated with two other Aspiration Modules namely Career Management and Salary Review. In career management performance is used along with parameters such as potential, likelihood to leave and value add to determine succession plans. In salary review it is used along with benchmark salary information to allocate recommended salary increases.





Aspiration

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Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E-Skills Management
- E-Training Administration
- E-Career & Succession Planning
- E-Recruitment
- E-Compensation Review
- E-Employment Equity
- E- Learning Resources
- E-Leave
- E-Discipline

Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

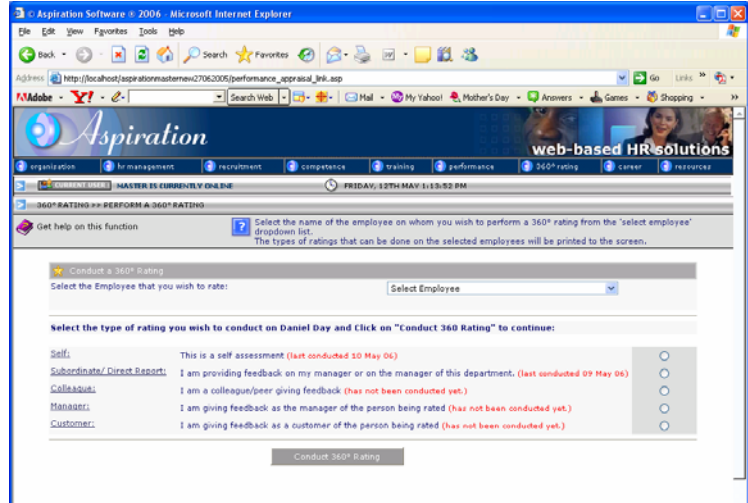
Aspiration is a Registered Training Provider with the ETDP SETA



Aspiration is a Proudly South African Company



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TECHNICAL SPECIFICATIONS

The application software code is written in ASP (Active Server Pages), JavaScript and VBScript.

The database engine used is Microsoft SQL Server 7 or later.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

For the client side hosting option the following Microsoft software products and components are required:

- Microsoft - Windows NT Server 4.0 (or later) or SBS 2003
- Microsoft SQL Server 7 or later

For the Internet Service Provider option an Internet connection is the only requirement

The software is configured for Internet Explorer 5.5 (or later). The system is a web based application.

Aspiration provides the option of automatic employee downloads from existing payroll, HR or ERP Systems e.g. SAP & PeopleSoft



Building 1, Bartlett Lake Office Park
Boksburg 1400
Gauteng
South Africa

Tel +27 11 918 5984
Fax +27 11 918 5305

www.aspiration.co.za