



New Directions in HR Technology

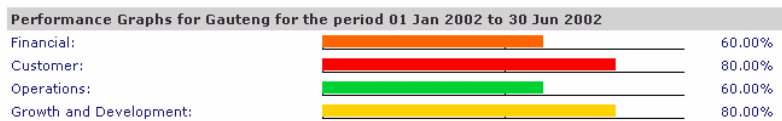
## Aspiration E-Performance Management



# Electronic Performance Management

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. Performance contracting and appraisal has never been easier. Goals or KPI's are linked to the balanced scorecard elements giving the organisation an overall view of performance with drill down capability to departments, sub departments and individuals.



### Key Features

- Job or Individual Centred Performance Contracts
- Uploading of Performance Goals from previous periods
- Secure Password Controlled Environment
- Secure On Line Appraisal
- Option of automatic E mail Notification of Completed Appraisal to employee and next level manager
- Client Specific Performance Periods
- Workflow control to monitor appraisal progress
- Archive Capability for Previous Period Appraisals
- Options of different weighting protocols
- Option to include competency ratings

There a number of performance reports available including an organisational performance report by balanced scorecard element with a drill down through department to individual performance. The system also provides reports for HR or Senior Managers to monitor the progress of completed performance appraisals in the organisation.

The Outputs/KPI's can be weighted either by importance using a 1, 2, 3 weighting or by a 100% rating protocol, i.e. where all outputs/KPI' equal 100%.

Aspiration E-Performance Management integrates 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.

### Benefits

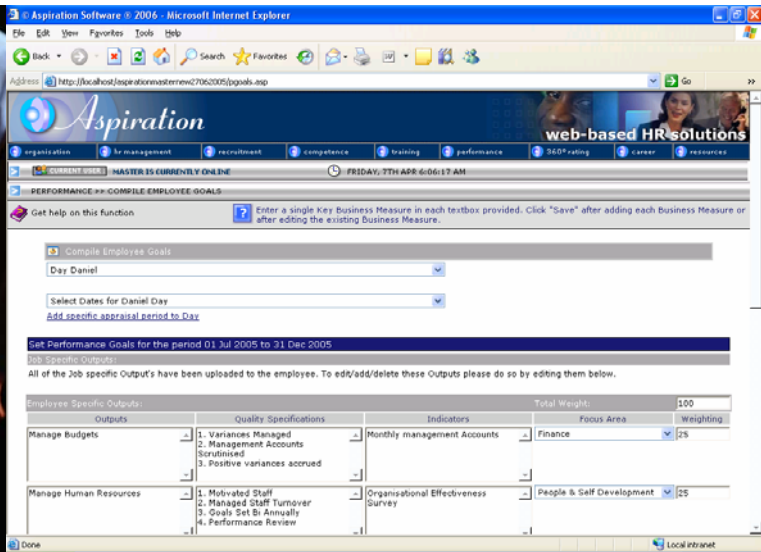
#### For Line Managers

- Focused and Aligned performance goals have a direct influence on company performance.
- Employee performance and focus areas are accessible in an instant.
- 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 performance
- No need to rewrite performance contracts each year, simply upload and edit from a previous period
- Development needs emanating from performance discussions are automatically fed into the individual development plan

### Benefits

#### For HR Administrators

- Organisation wide quality assurance of goals and KPI's
- Progress of Goal/KPI setting and appraisal is monitored and managed
- Monitor appraisal bias within the organisation
- Paper based forms are eliminated making process management more efficient and secure
- Line managers are more likely to conduct effective goal/KPI setting and appraisal if it is an easy to use system.
- Performance management more likely to become entrenched in the organisation



### New Directions in HR Technology

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-360 Module
- E-Skills Management
- E-Training Administration
- E-Career & Succession Planning
- E-Recruitment
- E-Compensation Review
- E-Employment Equity
- E- Learning Resources

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](http://www.aspiration.co.za)