Oracle Performance Management:
Oracle Fusion Performance Management

An integral part of Oracle Human Capital Management (HCM) solution, Oracle Fusion Performance Management (Performance Management) fully automates the performance process and provides executives, managers, and employees with valuable and immediate insight to workforce performance progression and its alignment with organizational objectives.

Performance Management is designed to support employees, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practices. An industry-leading user experience enables employees and managers to easily see where they are and move smoothly through the process. Guidance and decision support are provided to users in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed.

Executive Insight into Performance Management Business Processes

In traditional HR systems, managers and executives have little insight into how performance ratings are distributed, without generating paper reports or Excel graphs. Performance Management delivers real-time embedded business intelligence providing deep and meaningful insight into the performance process.

Configurable graphs let you view data in a variety of ways. For example, you can define specific targets and instantly see how your organization is performing. Through filters, you can quickly change parameters to hone in on different areas of interest. Management can take any corrective action required, and better manage the performance process.

STRATEGIC PERFORMANCE MANAGEMENT

KEY FEATURES

- Task list easily directs you to the next step

- Informational region provides helpful supporting information for evaluating competencies and goals

- Executive view into performance task completion, rating distribution, manager ratings and performance details

- Summary region provides quick overview of all ratings and comparison of employee to manager ratings

- Configurable process flows and content to match your business needs

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Flexible, Configurable Performance Evaluations

Organizations conduct their performance processes in a variety of ways, but many are locked into rigid processes that are difficult or impossible to change. Having a flexible performance system that supports different processes is critical. Depending on your business unit, you may want to conduct annual evaluations, project evaluations, or use performance improvement plans. Performance Management provides you with a flexible, configurable template-driven setup that you can mold to fit the performance processes of your organization without giving up control.

Easy Viewing of Worker Performance Documents

Managers require a quick means for accessing one or more worker performance document details during the evaluation process. Performance Management allows for easy viewing of any current or historical performance documents in an easy to read PDF format. This will give managers the ability to quickly review past performance documents as a guide to creating a new employee performance review, and can provide employees the same opportunity to review the past as they create or comment on a current review. Performance document PDF links are available in many parts of HCM such as Manager dashboard, Person Portrait, Workforce Compensation, during the promotion process, and in the Talent Review meeting dashboard.

Multi-Rater Feedback, Questionnaires, Matrix Management

The ability to gather multi-rater feedback during the performance process enhances and enriches the final evaluation. Performance Management also allows participants to rate and provide comments on the employee's competencies and goals, and organizations can define configurable questionnaires to distribute to subordinates, peers, and customers in the organization to request feedback. You can select participants and track their responses, and the responses can be configured as fully visible to the employee, visible but anonymous, or hidden from the employee and visible only to the manager. The questionnaire can also be used as a feedback conduit between the manager and employee to share additional information outside rated competencies and goals, such as gathering the employee's career aspirations.

The system may also be configured to include matrix managers as part of the evaluation process. The matrix managers can be auto-populated, and these managers will have performance document visibility similar to the line manager.

These features allow for a more rounded, full picture of employee performance to be recorded and communicated and can be tailored to fit your organization's performance culture.

KEY BENEFITS

- Easy navigation and completion of various performance tasks
- Get insight to how the organization is tracking for performance tasks and rating distribution
- Flexible, configurable template-driven setup

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Hardware and Software, Engineered to Work Together