

PERFORMANCE MANAGEMENT



45%

of HR leaders think annual performance reviews are NOT an accurate appraisal of employee's work. According to a 2012 SHRM/Globoforce Survey.

AT LEAST



of performance reviews ended up in decreased employee performance.

According to an article published in The Psychological Bulletin



4 OUT OF 5 U.S. workers are dissatisfied with their job performance reviews.

According to a 2009 Reuters poll

3 Steps to Improving Your Organization's Performance Reviews



Automate the Process

Automation creates a more content-driven review process and eliminates the need to track performance records by hand or on spreadsheets, thus saving countless hours and dollars.

1



Manage Goals

Automated tools can give us clear indicators in real time about our progress towards our goals. We can continuously review and adjust to stay on track.

2



Apply Crowd Wisdom

By including crowd wisdom, a concept borrowed from social media, in your process, employees can offer peer-to-peer recognition and encouragement.

3

According to Bersin & Associates Talent Management Maturity Model:



Level 4: Strategic Talent Management includes fully **integrated processes and systems** used to make business decisions and talent management is business-driven.

Companies with level 4 talent programs:

26%



greater revenue per employee than their peers.



40%



lower voluntary turnover among high-performers than their peers.

Sources:
SHRM/Globoforce Survey:
<http://www.shrm.org/about/pressroom/pressreleases/pages/shrmgloboforce2012/pressreleasepollengagementrecognition.aspx>

Reuters Poll: <http://www.reuters.com/article/2009/04/15/us-usa-workplace-reviews-idUSTRE53D6WV20090415>

The Psychological Bulletin: <http://www.psychologytoday.com/blog/wired-success/201006/its-time-abolish-the-employee-performance-review>

Bersin & Associates Talent Management Maturity Model:
[http://clevelandshrm.com/files/090710_RB_TMMaturityModel_SH_Final\[1\].pdf](http://clevelandshrm.com/files/090710_RB_TMMaturityModel_SH_Final[1].pdf)

Aberdeen Group: The Engagement Performance Equation. July 2011

GOAL MANAGEMENT



Companies which revisit their goals quarterly generate **3X** the return of companies that implement top-down goal management annually.



Crowd Wisdom

Peer-to-peer recognition and continuous feedback allow you to more accurately measure the performance of your employees and the organization overall.



Organizations with formal reward and recognition programs achieve of their organization's goals

53%

versus just 39% goal attainment for organizations with no formal program in place.

According to a 2011 Aberdeen Group Study

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