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Oracle PeopleSoft Performance Management

Organizations continue to focus on gaining a competitive advantage through the use of effective talent management practices to help them address a variety of business challenges. These challenges include creating an engaging and performance-driven culture, aligning talent to organizational goals, and finding ways to attract, engage and retain the skilled talent needed to succeed. Performance Management is the process of setting employee goals, identifying individual development targets, and assessing progress toward achieving those objectives. Effective Performance Management continues to be a critical building block for a solid talent management strategy, evolving from an administrative process to a strategic business activity.

Best Practices

PeopleSoft Performance Management (ePerformance) is an integrated solution designed to enable Talent Management best practices that foster employee engagement, provide strategic workforce insight, and help you achieve critical organizational objectives – in a clear, yet flexible process.

PeopleSoft Performance Management increases business success by facilitating an interactive performance process that enables you to identify, plan, observe, improve, and reward performance. You begin by defining organizational strategy and related business objectives, and share those with your employees. Working collaboratively, managers and employees set clearly defined individual performance goals and targets that are aligned with the organization's mission. You can then observe and adjust plans and goals to respond to employee capability or other circumstances, such as changes in market conditions or organizational strategy, either spontaneously or at pre-defined checkpoints. Throughout the process tools are available to coach employees toward success. If employee development is needed, Performance Management enables integration with PeopleSoft Enterprise Learning Management. Finally, the overall assessment is determined and integrated with related initiatives such as compensation changes, learning activities, or succession plan candidacy.

Key Features

- Intuitive and flexible Performance Management System
- Business Objective Management
- Embedded Insights
- Continuous feedback with touchpoint ratings and comments throughout the year
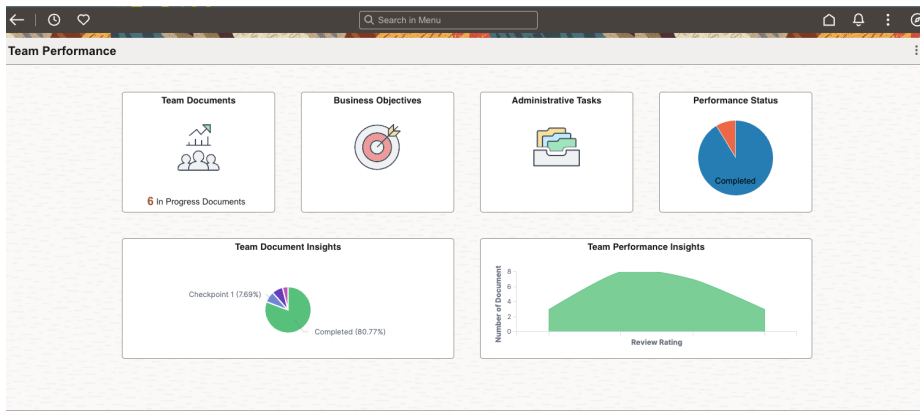- Integrated with Career Development and Learning Management

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Figure 1: Team Performance Homepage

Available in Multiple Form Factors

Today's workforce is fundamentally different and is no longer limited to the office space. Mobile devices are an integral part of today's modern work life. PeopleSoft Performance Management provides the always-connected manager and employee an effective method for managing Performance Management related tasks using mobile devices or desktops at home or at work.
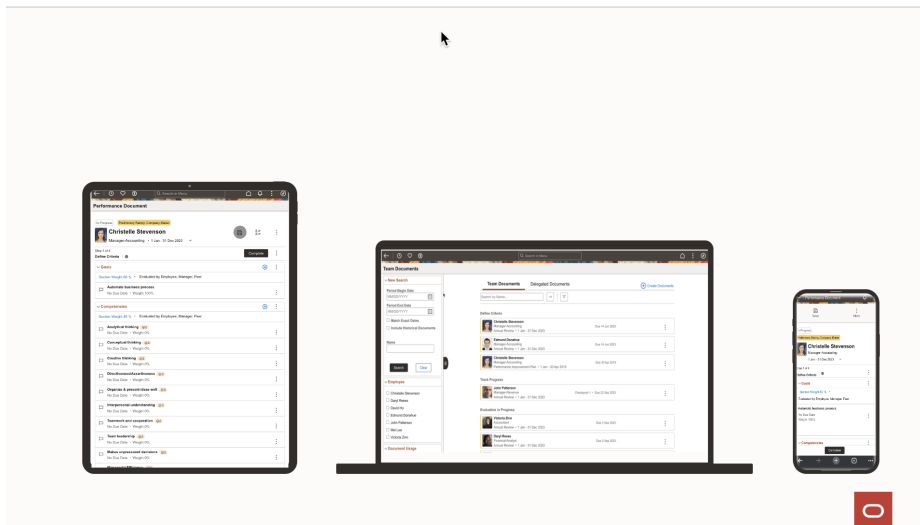

Figure 2.intuitive user experience on any device.

Profile Based

Performance Management is tightly integrated with Profile Management functionality, which means that employees can be measured not only on goal attainment but also on the competencies, skills, and attributes that are required for their role. You can choose to support all employee goals with competencies and competency ratings that help them achieve success. You can quickly see if a candidate has the right qualities for the job and give them the training and development they need to succeed. The competency library and target ratings are stored in the profiles so that other processes such as talent acquisition

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manager, learning, career development, and succession planning can leverage them.

Collaborative Goal and Performance Settings

The performance planning process can be as simple or as complex as you choose. A straightforward performance review can be determined by HR administrators and simply pushed out to employees and managers. Alternatively, you can also enable a collaborative goal-setting process between manager and employee. This process can include the nomination of multi-rater and 360-degree review participants, and include mid-year and multiple other checkpoints.
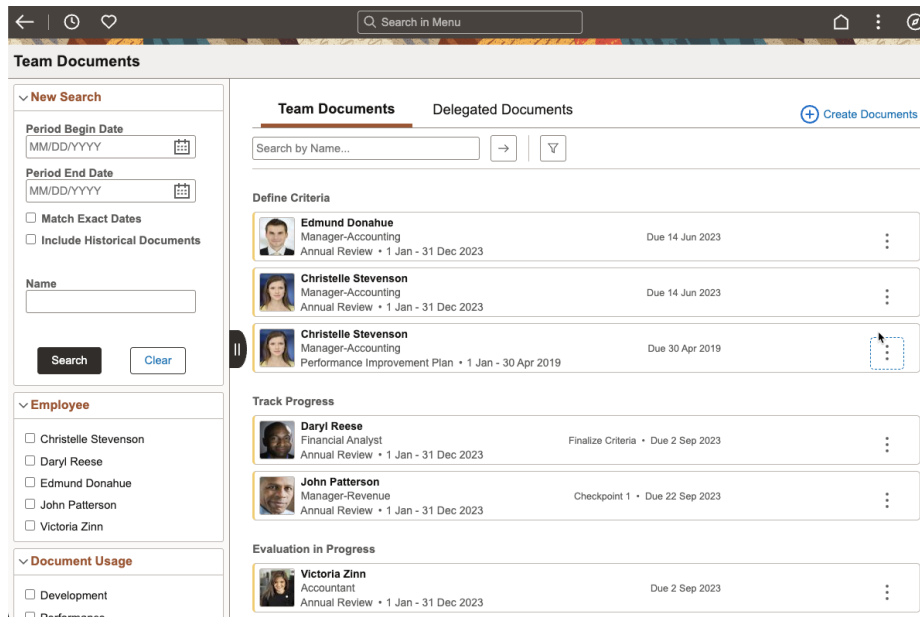

Figure 3. Team Documents page.

Business Objective Management

You can align employee goals with business objectives to create clear line-of-sight visibility of key initiatives and the employees supporting them. By creating and publishing business objectives, which are displayed in an organization chart view, managers and employees can align individual goals to the initiatives of departments, business units, and ultimately to the overall organizational strategy. Business objectives are configurable and template-driven, enabling the flexibility needed for individual organizations.

Related Products

- PeopleSoft Succession Planning
- PeopleSoft Career Planning
- PeopleSoft Compensation
- PeopleSoft Enterprise Learning Management
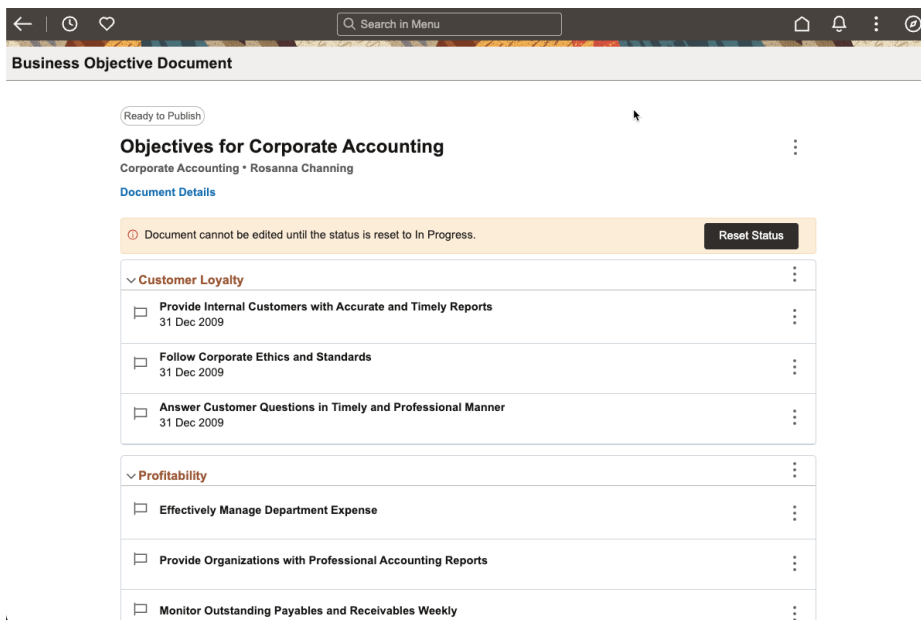- PeopleSoft Profile Management

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Figure 4. Business objectives document.

Embedded, Actionable Analytics

With all employee performance data available in PeopleSoft Performance Management you spend less time gathering data and more time analyzing and acting on it. Managers and administrators can access PeopleSoft Insights dashboards that show performance review summary status, reviews owned by a manager, reports of late or missing review documents, goal alignment details, goal completion progress, and online graphs of review rating distributions for a defined group of employees.

With a comprehensive range of functionality, PeopleSoft Performance Management provides the solution you need to effectively drive workforce performance.

PeopleSoft Performance Management enables you to

- **Streamline Performance Management**: Replace highly inefficient, disparate tools with one integrated self-service solution.

- **Drive Business Results**: Link individual goals and rewards to business objectives to communicate clearly with employees about how their contributions enable business success, ensure key initiatives are adequately supported, and track progress towards completion.

- **Increase Employee Success**: Define clear performance targets collaboratively at the beginning of the performance period.

  Include feedback from peers, matrix managers, or other parties to help develop the employee. Managers can provide iterative feedback, coaching, and development to employees throughout the performance period using formal or informal checkpoints.

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- **Improve Talent Management:** Quickly identify high performers across the enterprise for retention efforts and identify those who require performance improvement.

- **Reduce Risks**: Eliminate relative definitions of performance by standardizing performance definitions.

- **Facilitate Organizational Change**: Link key organizational initiatives to employee performance targets and expected behaviors.

- **Improve Feedback to Employees**: Help managers construct high-quality feedback to employees with Oracle's PeopleSoft Performance Management advisement tools while reducing the risk of using inappropriate language.

- **Leverage Expert Performance Content**: Procure the performance content that matches your organizational performance philosophy from one of the integrated suppliers.

  You can also choose to build your own performance content instead.

- **Link Pay to Performance: Integration with PeopleSoft Compensation:** Drive proper rewards for a job well done.

  Multi-rater feedback ensures that rewards go to those who earned a high rating.

- **Achieve Integrated Talent Management**: PeopleSoft Performance Management integration with Profile Management, Career Planning, Succession Planning, and Enterprise Learning Management allows you to leverage critical information about your talent, across business functions, which provides deep insight into your workforce and enables you to make better informed talent management decisions.

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