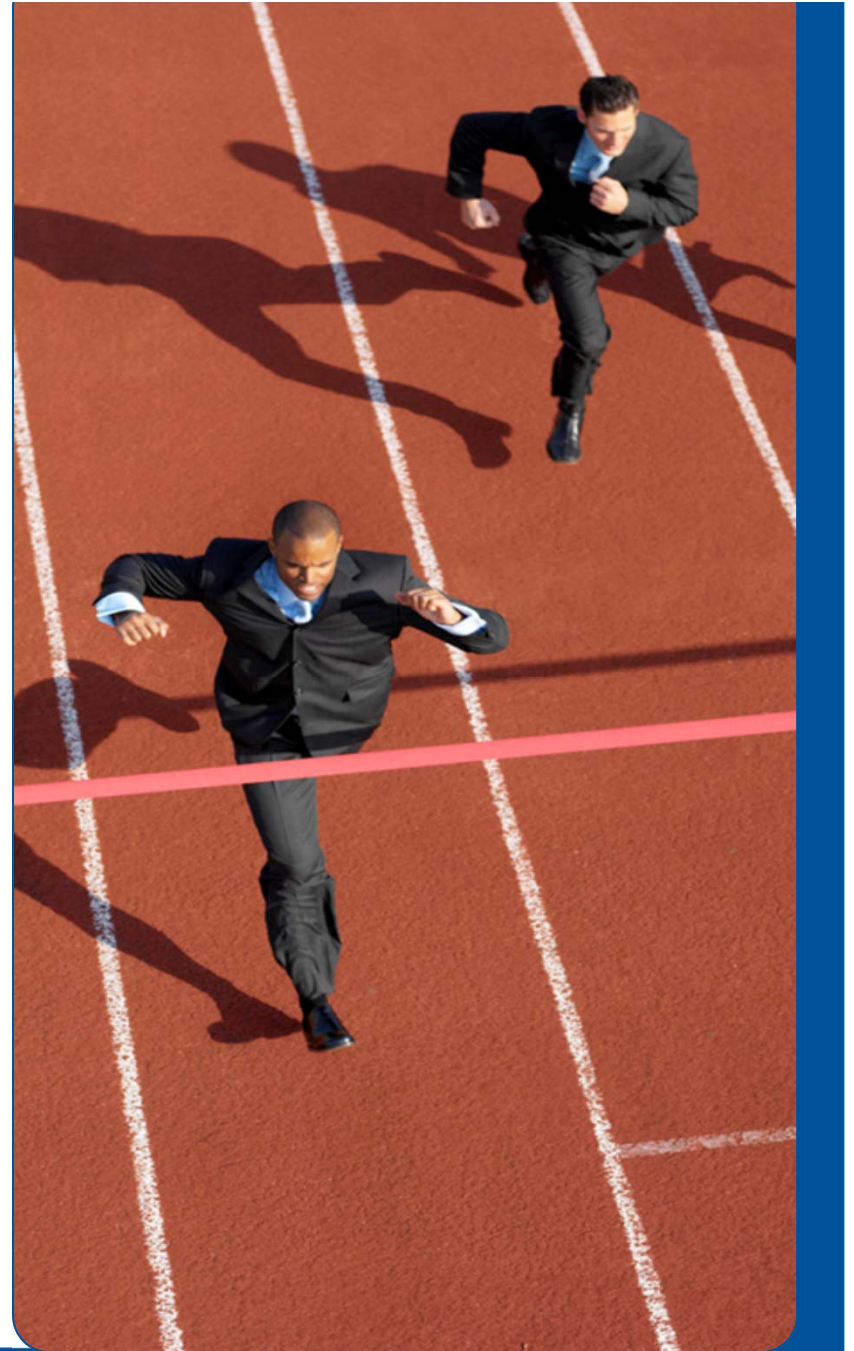


After Action Review

TMS: Performance and Compensation Management

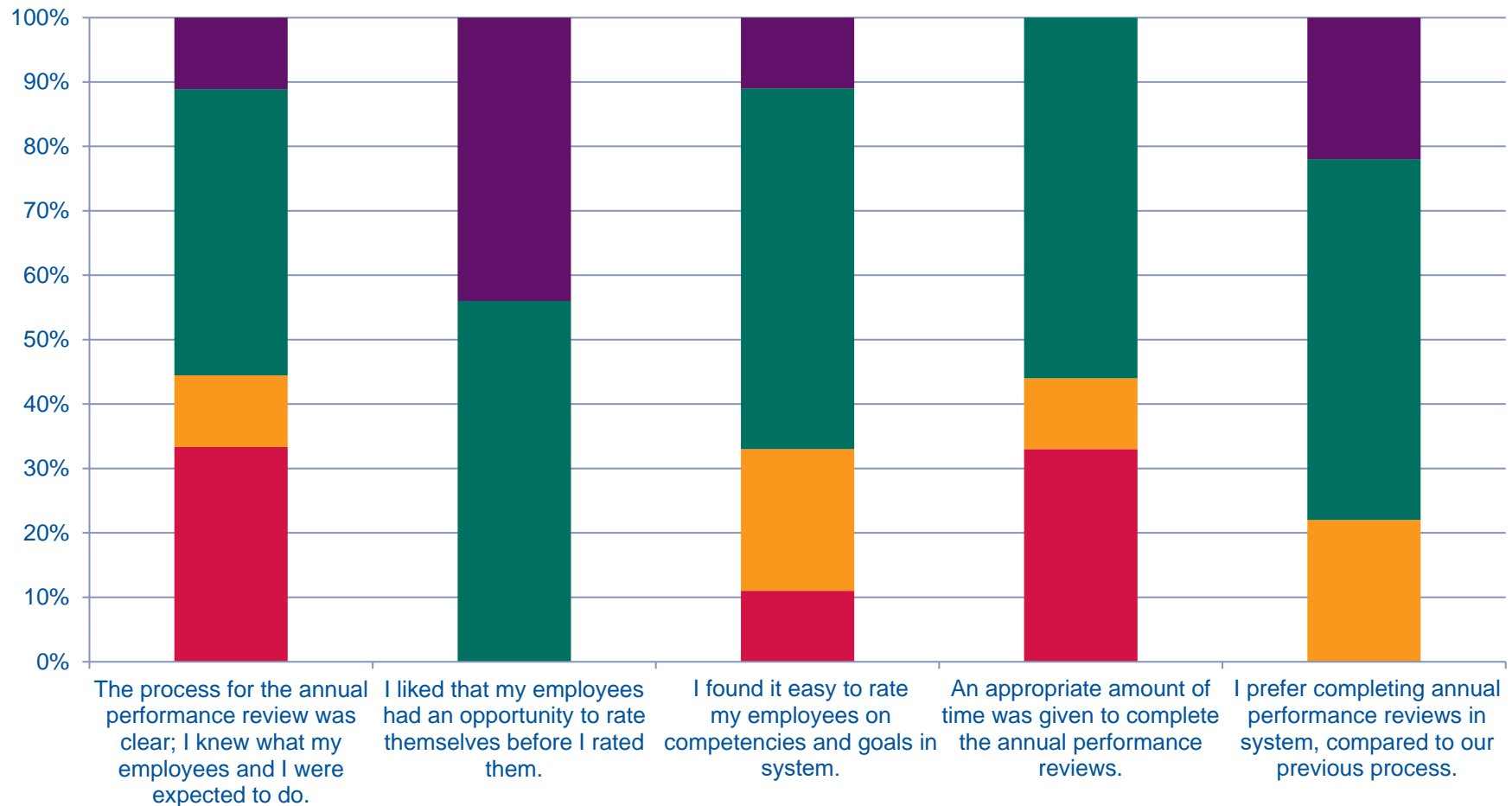
Human Resources

April 2015



Manager Survey: Performance Reviews

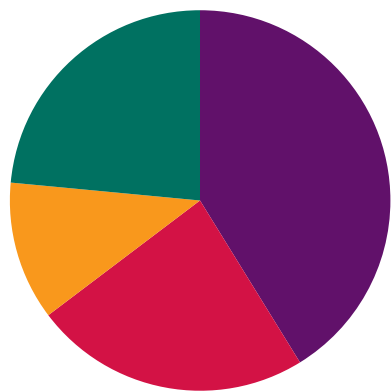
■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree



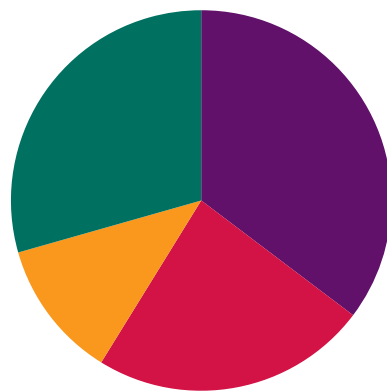
Manager Survey: Training and Support

		Goals	Reviews	Merit	MIP
Referred to job aid	●	41.2%	35.3%	35.0%	30.8%
Watched training video	●	23.5%	23.5%	20.0%	n/a
Contacted local HR	●	11.8%	11.8%	15.0%	30.8%
Contacted corporate HR	●	23.5%	29.4%	30.0%	35.5%
Contacted help desk	●	0.0%	0.0%	0.0%	0.0%

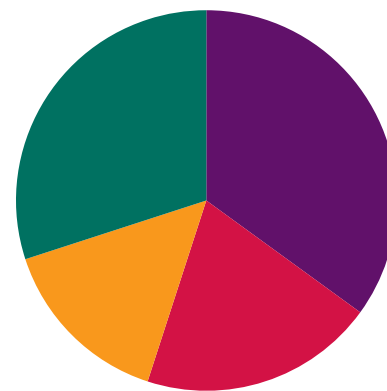
Goals



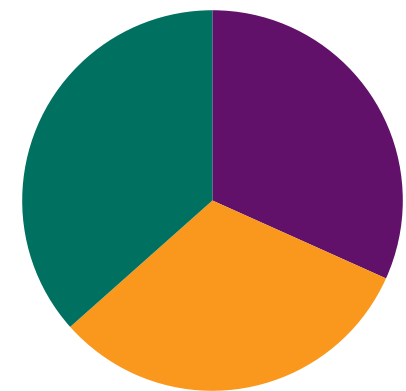
Reviews



Merit



MIP



What Went Well and What Needs Improvement?

Goals

- ✓ General ease of use
- ✓ Most functionality
- ✓ Integration with Performance Reviews
- ✗ Some fields (confusing)
- ✗ Some functionality (confusing or lacking)
- ✗ Integration with MIP (unclear)

Merit

- ✓ Automation
- ✓ Manager decision-making
- ✗ Limited functionality
- ✗ Budget cascading (confusing)
- ✗ HR ability to see what managers see
- ✗ Communication (HR to managers, managers to employees)

Performance Reviews

- ✓ Employee self-assessment
- ✓ HR tracking/management
- ✓ Higher rate of completion than in past
- ✗ Process/steps (confusing, cumbersome)
- ✗ Calculation of overall rating
- ✗ Some functionality
- ✗ Training/communication
- ✗ User misunderstandings/knowledge gaps

MIP

- ✓ General ease/simplicity
- ✗ Data (missing/unclear)
- ✗ Communication (unclear)