



A Performance Management System that Works for HR, Executives and Employees

Capture All the Potential of Appraisals

HRIntelesoft (HRI) is a flexible software tool designed to meet the changing, dynamic needs of today's Human Resource organizations. HRI accelerates, and standardizes the vital employee appraisal process.

Managers are prompted through the appraisal process, leveraging their valuable time, and yours. The strengths and shortcomings of human capital in your company can be more accurately mapped. HRI assists you in allocating limited resources for staff development and skills improvement.

Your HR Solution

The HRIntelesoft Performance Management module effortlessly interfaces with your existing employee records. HRI features performance indicators and workflow definitions used by HR specialists. This plug-and-play solution is platform-independent, browser-based and fully customizable.

Provide Efficient Tools for Your Managers

HRIntelesoft delivers a consistent, yet flexible, appraisal methodology available immediately on your desktop computer. Every manager and supervisor now has a consistent process for evaluating staff.

- Macro and Micro Views. Quickly and easily examine skills of the entire company, departments, teams or individuals.
- Flexibility. Adapt this software solution to fit your business. Start with the provided workflow and measures, and make changes as often as needed.
- Easy Installation and Maintenance. HR can directly change templates, appraisals and plans without using IT resources through platform independent (open systems) design. It can be easily upgraded over time and integrated into legacy IT systems.
- Self-Service. Employees complete their own self-assessment. Managers do the same and oversee employee self-ratings. Security measures control access.
- Feedback and Improvement. All employees know the next steps for improving competencies.
- Build on the Best. Lower attrition costs and improve the workforce. Protect your intellectual capital and manage your workforce knowledge to meet business needs. Identify your top performers and focus on raising the potential of other staff members.

Benefits for Managers, Employees and Organizations

- Clear, Measurable Objectives are readily available for all team members to review and align with their performance objectives and expectations.
- A Writing Wizard provides prompts and suggested wording for each area of the appraisal.
- Recognize Strengths and shortcomings organization - wide through gap analysis. Identify and address needed competencies in overall organization development plans.
- Instant Development Plan immediately created, building on the appraisal information. HRIntelesoft provides a relevant gap analysis and a development plan.
- Keep on Track as the system provides automatic before and after email alerts so deadlines aren't missed. 30 / 60 / 90 / Focal / Annual / 360° assessment schedules are built into the system.

HRIntelesoft Capabilities

- Employee and Manager Self-Service
- Automatic Evaluation Process
- Proficiency, Training & Development Assessments
- Gap Analysis Summary
- Development Plan Template and Tips
- Employee Competencies Inventory
- Enterprise Publishing
- HR Tools and Resources
- Writing Wizard for Uniform Feedback
- Context Sensitive Help
- Multiple Rating Schemes
- Automated Alerts Ensure Completion
- Customizable Appraisals by Work Groups or Levels
- Employee objectives aligned with organizational goals.

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