

Time to Review How You Performance Review

Performance reviews are a critical part of the employee experience. For the employee, it's an opportunity to obtain recognition and review compensation. For the employer, it's a chance to set expectations and deliver feedback.



Here are best practices for conducting them:



Communicate Regularly: To ensure there are no surprises during the annual review, keep the lines of communication open throughout the year.



Set Clear Expectations: Set and define clear metrics to rate performance and clearly communicate the rating system to employees.



Establish Goals: Creating both short and long-term goals is an easy way to revisit an employee's performance for the next performance review.

Companies are increasingly interested in upgrading their performance review process – **34%** of HR leaders plan on investing in technology to support it this year.

Here are the benefits of using HCM technology:



Custom Rating Capability

The right platform allows you to create the rating system that best fits your organization.

Automation

Annual ratings can be automatically calculated while scheduled reminders make it easy to keep track.



Efficiency and Consistency

It reduces the chances of errors and ensures consistency across the organization.

Goal Visibility

Employees can access their goals and performance progress at any time – without having to wait for the big day.



Ready to improve your performance review process? We can help. Contact us today to learn more and schedule a demo: (608) 837-2590



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