ORACLE TALEO PERFORMANCE MANAGEMENT CLOUD SOLUTION DATA SHEET

AN IT LEADING ENTERPRISE DRIVING TECHNOLOGY AND EXPERTISE FORM AN OPTIMAL BEST PERFORMING INDUSTRY

ORACLE TALEO PERFORMANCE MANAGEMENT

Oracle Taleo Performance Management Cloud Service transforms performance reviews from an organizational task to an organizational chore—allowing you to measure different, departmental and organizational progress leading toward business objectives. The result is a comprehensive, easy-to-use performance management solution that provides the tools you need to attract, retain, assess, and develop staff.

RETAIN A COMPANY WITH TOP PERFORMERS

To become a company of choice, you need to maintain your top performers. To do this, you need to know your high-performing talent and encourage those behaviors in all employees. Measuring performance against objectives and providing perpetual feedback is essential to keeping employees motivated.

WITH TALEO PERFORMANCE YOU CAN

- Engage employees and managers in a constant exchange on performance
- Identify top performers, future leaders, and flight risks.
- Give Managers the tool to develop employees and keep performance on track
- With the right groundwork, you can emphasis on driving results rather than repeating tasks that don't add value

SCOPE MODULES: KEY FEATURES

1. EMPLOYEE MODULE

The employee module stores all employee information of the people employed by your company who you want to track in Taleo Perform.

EMPLOYEE KEY FEATURES:
Employees, new employees , employee fields& org charts

2. REVIEWS

Reviews are all of the performance reviews you want to track for employees in Taleo Perform

REVIEWS KEY FEATURES:
Reviews templates, reviews cycles & competency library

3. USERS MODULE

Administer the roles, features and functionality for the users of your Taleo Business Edition system

KEY FEATURES:
New users & user roles

4. REPORTS

Oracle Taleo Performance Management comes with over 30 Oracle Transactional Business reports-categorized into tabs you can see.

5. POSITION CONTROL

Position Control is a module that enables you to build your organizational structure in a position-to-position relationship within Taleo Business Edition

KEY FEATURES
Positions, new positions & position profile library

6. GOAL MANAGEMENT

Define company goals and strategic objectives. Allow managers and employees to create individual public or private goals. Track and measure employee

KEY FEATURES

Create, edit &view Employee goals

7. ORGANIZATION

KEY FEATURES

Company profile, Region, location, divisions, department setting, security level & company goals.

ACCESS AND ANALYZE PERFORMANCE DATA

Oracle Taleo Performance Management Cloud Service includes a set of standard reports, custom metrics, and dashboards. You can use these reports to measure goals, competence, and effectiveness without report writing or authoring knowledge. You can plan reports to run at your suitability so you are never stuck waiting for information. Security features permit you to control access to information by role and reporting structure so that trustworthy information is protected. With at-a-glance data summaries available via embedded executive dashboards, you can easily analyze employee performance data to make better and informed decisions.

IMPLEMENTATION APPROACH

New Point uses OUM Cloud Approach for implementation. This is based on the same principles as Oracle's Unified Method (OUM) to allow consistent approach across all SaaS products. This is specifically designed for implementing Oracle Cloud applications, according to well defined and tested activities and deliverables. Salient Features of this method includes

IMPLEMENTATION PLAN

Project Activities	Week 1		Week 2		Week 3		Week 4	
Project Planning	■							
Familiarization Session		■						
Data Loading			■	■				
Validate					■			
End-user Training						■		
Go Live Support							■	■

CREATE A PERFORMANCE-BASED CULTURE

With Oracle Taleo Performance Management Cloud Service, you can create a performance -based culture in which managers are able to define employee goals and identify the competencies and skills required for employees to succeed.

Configurable review templates automate the performance review process, allowing managers to focus on productivity and achievement throughout the year

"**There are no secrets to success.
It is the result of preparation, hard work,
and learning from failure**". By Colin Powell