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FUSION APPLICATIONS
HUMAN CAPITAL MANAGEMENT

ORACLE FUSION PERFORMANCE MANAGEMENT

An integral part of Oracle's Fusion Human Capital Management solution, Oracle Fusion Performance Management fully automates the performance process and provides executives, managers, and employees with valuable and immediate insight to workforce performance progression and its alignment with organizational objectives.

STRATEGIC PERFORMANCE MANAGEMENT

KEY FEATURES

• Intuitive task list and navigation easily directs users to the next step to take

• Informational region within performance document provides helpful supporting information for evaluating competencies and goals

• Manager Overview provides executive view into performance task completion, tracking to target rating distribution, quick view of employee ratings and easy access to performance details

• Performance tab of the Manager Dashboard displays ratings, comments and indicators for High Performer, High Potential, and High Risk of Loss, for all workers in the organization

• Summary within performance document provides quick overview of all ratings and comparison of worker to manager ratings (for managers)

Oracle Fusion Performance Management is designed to support workers, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practice. An industry-leading user experience enables workers and managers to easily see where they are and move smoothly through the process. Guidance and decision support are provided to users in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed.

Executive Insight into Performance Management Business Processes

In traditional HR systems, managers and executives have little insight into how performance ratings are distributed, without generating paper reports or Excel graphs. Oracle Fusion Performance Management delivers real-time embedded business intelligence providing deep and meaningful insight into the performance process. Configurable graphs let you view data in a variety of ways. For example, you can define specific targets and instantly see how your organization is performing. And through drop-down menus, you can quickly change parameters to hone in on different areas of interest. Management can take any corrective action required, and better manage the performance process.
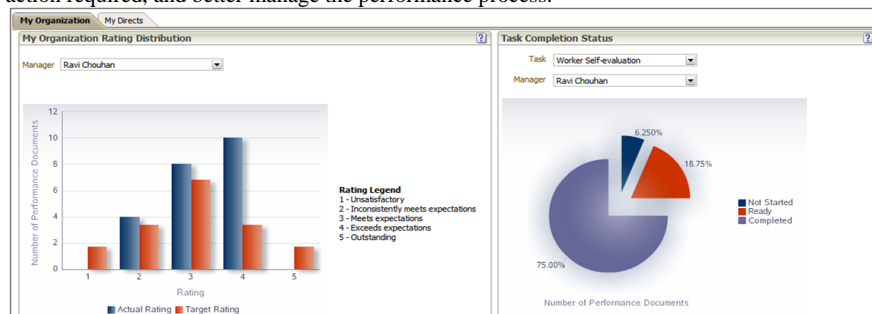

Figure 1 – Organizational progress is easily visible to executives

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- Insight into how the organization is tracking for performance tasks and target rating distribution
- Easy navigation and completion of various performance tasks
- Support a streamlined performance management process with a flexible, configurable template-driven setup
- View worker and manager ratings side-by-side in the performance document

Flexible, Configurable Performance Evaluations

Organizations conduct their performance processes in a variety of ways, but many are locked into rigid processes that are difficult or impossible to change. Having a flexible performance system that supports different processes is critical. Depending on your business unit, you may want to conduct annual evaluations, project evaluations, or use performance improvement plans. Oracle Fusion Performance Management provides you with a flexible, configurable template-driven setup. You can mold Fusion to fit the performance processes of your organization without giving up control.

Easy Viewing of Worker Performance Documents

Managers require a quick means for accessing one or more worker performance document details during the evaluation process. Oracle Fusion Performance Management allows for easy viewing of any current or historical performance documents in an easy to read PDF format. This will give managers the ability to quickly review past performance documents as a guide to creating a new employee performance review, and can provide employees the same opportunity to review the past as they create or comment on a current review. Performance document PDF links are available in many parts of Fusion HCM such as Manager Dashboard, Person Portrait, Compensation Management, during the promotion process, Talent Review and other areas.

Fisher, Jack
2010 Annual Evaluation
1/1/10 to 12/31/10
Document Status Completed
Evaluated By Swift, Linda

Employment Details

Position		Job	Director
Location	Chicago	Department	Recruitment US
		Manager	Swift, Linda

Overall Summary

	Worker Self Rating	Manager Rating
Overall Rating	Exceeds expectations	Meets expectations
Comments	Overall I think I exceeded the expected level of performance in most areas.	Solid and effective performance across the majority of tasks tackled during this period.

Competencies

Section Rating From Manager
Section Rating From Worker

Building Relationships

Target Proficiency Level   Skilled

	Worker Self Rating	Manager Rating
Proficiency Level	Advanced	Advanced
Comments	I've been successful this period in establishing and nurturing a network of strong and broad professional relationships.	Initiates and maintains strong professional relationships including with diverse and cross-functional groups.

Customer Focus

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Figure 2 – PDF Performance Review

Side-by-side Worker and Manager Ratings

Oracle Fusion Performance Management's performance document layout includes an easy to understand "side-by-side" comparison of the employee's self-evaluation and the managers' final rating, along with comments for each competency and goal. This capability makes it very clear to see if the manager is in agreement with the employee's assessment or if there is room for improvement. Managers want to easily view worker self-evaluation ratings and comments during the evaluation process. Managers also have the ability to review an Overall Summary section in the performance document, which includes an at-a-glance list of all worker and manager ratings and any differences between these ratings. Having this understanding helps managers during their performance conversations with workers.
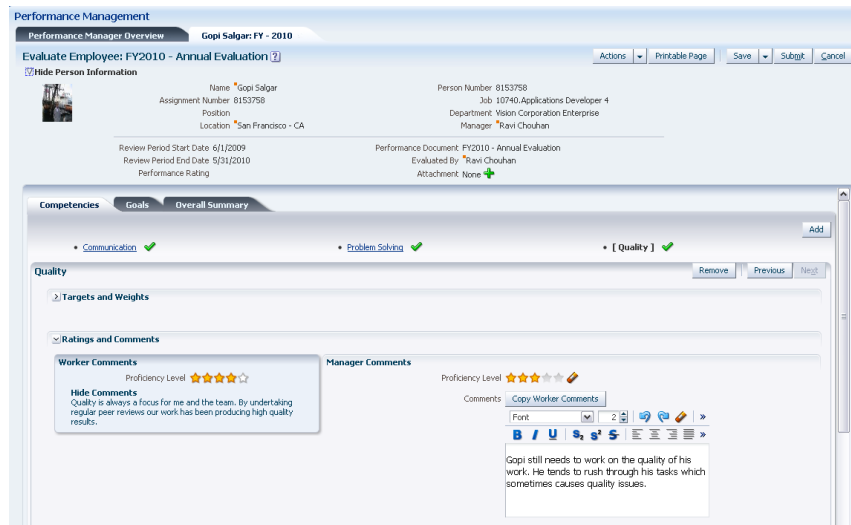
Figure 3 – Side-by-side worker and manager ratings and comments

Kudos in Performance Document

It is not easy for workers and managers to remember what praise was given to a worker throughout the performance period that should be highlighted in the evaluation. Through the use of "kudos", Oracle Fusion Performance Management makes it easy to include informal feedback from a worker's peers, other managers or influencers in the organization that had an opportunity to work with the person during the course of the performance period. Kudos can be entered into the Employee Portrait throughout the year and then seamlessly integrated with the performance document. This provides for a much richer evaluation commentary.
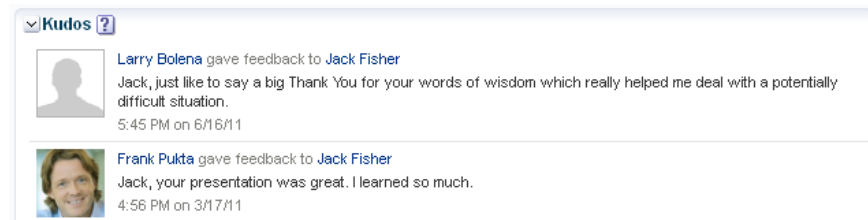

Figure 4 – Kudos added to a Employee Portrait flow to the Performance Document

Rich Text Enabled Performance Document Comments

Workers want to use rich text functions like bolding, underlining, and bulleting when writing comments in the performance document. Oracle Fusion Performance Management provides you with the ability to improve communications within the performance document by leveraging common text-editing features to emphasize and organize comments and criteria.

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This feature makes the final performance document easier to read, understand, and rate.

Figure 5 – Rich text makes comments easier to organize and read

Historical Performance Ratings

In most HR systems, managers cannot easily factor in past performance when entering overall ratings for the current performance period. Oracle Fusion Performance Management changes that by providing performance rating history as an embedded analytic in the Overall Summary section of the performance document. Managers are able to review view performance rating history for the previous three periods as they record overall ratings for the current period. Additionally, managers are able to drill into the PDF of the entire performance document to see more detail if necessary.

Multi-Rater Feedback and Questionnaires

The ability to gather multi-rater feedback during the performance process enhances and enriches the final evaluation. Oracle Fusion Performance Management also allows participants to rate and provide comments on the employee's competencies and goals, and users may create configurable questionnaires that can be sent to others in the organization to request feedback. You can select participants and track their responses, and the responses can be configured as fully visible to the employee, visible but anonymous, or hidden from the employee and visible only to the manager. The questionnaire can also be used as a feedback conduit between the manager and employee to share additional information outside rated competencies and goals, such as gathering the employee's career aspirations.

Best Practice Standards Based Security

Fusion Applications are built according to the concept of Role Based Access Control (RBAC). The use of RBAC to manage user privileges (computer permissions) within a single system or application is widely accepted as best practice. Security is managed at all levels – function, transaction, field, and data-level. RBAC assigns permissions to specific operations with meaning in the organization, rather than to low level data objects. RBAC exceeds the needs of auditable, segregation of duties (SoD) requirements.

Within an organization, roles are created for various job functions. The permissions to perform certain operations are assigned to specific roles. Users are dynamically assigned roles, Since users are not assigned permissions directly, but only acquire them through their role (or roles), management of individual user rights becomes a matter of simply assigning appropriate roles to the user's account; this simplifies common operations, such as adding a user, or changing a user's department.

Built-in Extensibility

Fusion Applications are built so that a business user can adapt the application to suit their personal or organizational needs. The key to this 'tailor-ability' lies in the usage of metadata

objects and services in the heart of the application architecture. Changes and extensions to the application are stored as new layers over the delivered objects, allowing for flexibility in an 'upgrade-safe' manner.

Contact Us

For more information about Oracle Fusion Performance Management, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

Hardware and Software, Engineered to Work Together

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