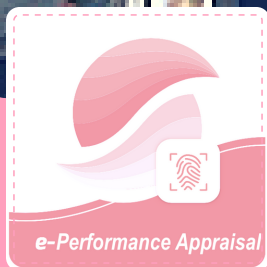Gone are the days of traditional feedback systems that only occur once a year, and are done just for the sake of it. Effective employee engagement can only happen when all employees and managers are constantly on the ball with their progress and achievements. Opensoft's e-Performance Appraisal involves employee evaluations that encourage action and limit subjectivity. The entire process itself takes a lot less time than traditional feedback systems, but result in higher engagement, more accurate insight into employee performance and greater opportunities to address problems anytime they arise.

With career progression being a top priority for most modern employees these days, they need to know how they are performing on a regular basis. Through Opensoft e-Performance Appraisal, employees are empowered to create, monitor, and collaborate on goals with their managers. This ongoing feedback system that modern employees crave without requiring extra time and attention, is key to motivating them and ultimately results in lower employee turnover rate for your business.

e-Performance Appraisal

Having automated reminders and notifications that alert both employees and managers of new feedback and comments, goal progression, and goal completion, staying on top of it all is easier than ever before.

- **Support Employee Goal Planning:** Employees are empowered to build own goals that have a positive impact on their career and for the company

- **Keep a record of Skillsets achieved:** Upload certifications that indicate achievement of a particular skill anytime and have it kept in the system for future reference.

- **Aligns fact-based information to employee performance:** Bring about more objective information into the performance appraisal process.

- **Peer review option available:** Engage in 360-degree feedback for a more well-rounded insight to an employee's performance.

- **Career Development Component:** Managers can recommend and track training and/or skills development programs for their junior employees.

- **Keep track of performance progress:** Employees are able to know the status of their progress has been made towards their each goal,.

- **Goal Library:** HR Administrators are able to setup and fully customise Company Goals, including the level of priority focus,, unit of measurement and purpose, etc.

- **Automated reminders and notifications:** Managers and Employees will be notified via email or mobile of forms that require their assessment, and upcoming appraisal sessions

- **24/7 Access:** Managers don't have to worry about missing out on employees' appraisal forms, as it can all be easily accessed and printed out.