

✓ pulsecheckHR

Performance management beyond appraisals

FAST IMPLEMENTATION

PulsecheckHR takes a few hours to set-up, enabling you to launch within a few days of commitment. With a file from your HR system, we can load the data so you are live as soon as site access is granted

SIMPLE TO USE

The application has been written from scratch to optimise the speed of data entry and viewing results. There are no long training courses; managers can be using the system within minutes

IMMEDIATE RESULTS

Valuable results are available from the first month. From the CEO down, managers can watch spot performance in their organisation and trends develop over time

These trend data, coupled with complex forced ranking, enable rapid HR decision making without the need for special exercises and manual report generation

PulsecheckHR is a new concept in employee performance management. It has been designed to re-connect the measurement of performance to the strategic goals of the organisation - by enabling managers to direct the performance of their staff rather than simply report it



Most organisations operate appraisal systems that simply do not work. This inadequacy is acknowledged by the fact that they are frequently relegated to operating alongside other performance-based HR processes

Furthermore, the traditional route for organisations seeking to improve inadequate manager-delivered appraisals is to layer in other forms of structured feedback

These additional directional assessments add complexity and management time only to weaken the impact of the key downward appraisal. They allow the manager to avoid confrontation by quoting other people's feedback

On the basis that it is extremely tough to improve a process by adding complexity, PulsecheckHR seeks to simplify and reinforce the manager-delivered appraisal in a way that not only works but can directly support other performance-related HR processes throughout the year

PulsecheckHR combines a structured monthly assessment methodology that can be applied to every role in your organisation, with an application built specifically to make this process easy and fast

Your managers are given a tool and process framework that communicates the strategic emphasis of the role and assists them to direct performance of their staff rather than simply report it

As well as registering real achievements and providing the ability for managers to record praise, it also documents aspects of performance that require improvement. Employees are left in no doubt what they need to do to succeed

This is directive performance management simply implemented across the entire organisation

Application Features

HOSTED SERVICE

PulsecheckHR is offered as a fully hosted ASP service. You have no hardware to buy, no installation work. You request a site and it's ready to use the next day; all you need is a compatible browser

FULLY SCALABLE

Whether you have a few dozen staff or many thousands, PulsecheckHR can scale to suit your needs

24/7 AVAILABILITY

PulsecheckHR is offered on a 24/7 basis, anywhere in the world. There is no need to be connected to your organisation's network, you connect directly to our service via the internet

SSL SECURITY

The service is offered with 128 bit SSL encryption meaning that your data are secure and cannot be tampered with

For more information on our products and services please visit us at:

www.pulsecheckhr.com

Or email your request to:

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The custom-written application provides:

- ❖ Easy entry by person or by attribute, enabling managers to check the consistency of their assessments across the whole team
- ❖ A forward view for the next month enabling the manager to re-set targets and objectives and to provide guidance for behaviour. It also allows managers to alter the emphasis of attributes, providing short-term focus in response to changing business demands
- ❖ An executive dashboard enabling senior managers to view all aspects of performance across the

In addition, PulsecheckHR is simple to set-up, calibrate and use. Editable email alerts keep managers on track and informed. Rapid look-up and time-state design ensures that any historical view can be found quickly and accurately

PulsecheckHR will integrate directly with your other performance-related HR processes, including merit-based pay awards, promotions, succession planning and redundancy programmes

Business Benefits

- ❖ All employee performance management problems resolved in a single process and application
- ❖ Low cost, rapid implementation
- ❖ Instant access to the latest employee performance data, on-demand, on-line, any time
- ❖ Performance ranking by team and organisation in addition to individual employee
- ❖ Compound ranking questions answered in seconds
- ❖ Interactive graphing capabilities allow managers to browse large data sets and spot performance trends instantly

