

Oracle Performance Management R12.1 Enhancements

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Mr. Page runs the Internet Applications Division of KBACE which specializes in the design and implementation of web-based Oracle software solutions. These modules most notably include Performance Management, Self Service, iRecruitment and Learning Management. Mr. Page brings implementation experience from over 25 Oracle HCM implementations for companies with between 350 to 55,000 employees.

Agenda

- **Performance Management Overview**
- **Mass Cascade of Objectives**
- **Line of Sight**
- **Succession Planning**
- **Improved Capabilities for HR Administrators**
- **Additional Enhancements**
- **Questions and Answers**

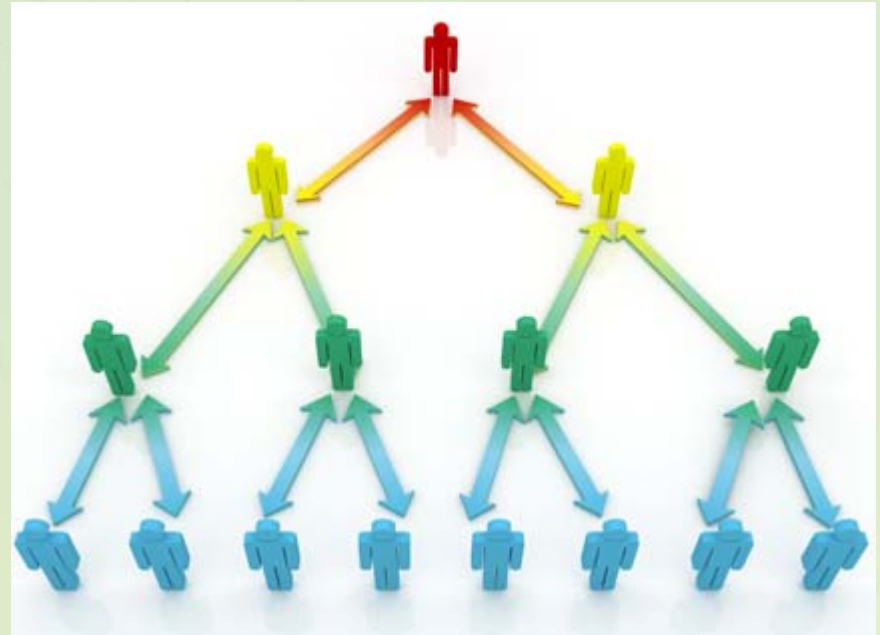


Oracle Performance Management



Mass Cascade of Objectives

- Increase Organizational Objective Alignment
- Decrease the number of clicks required to assign Objectives
- Assign a Single Objective to Multiple Employees
- Assign Multiple Objectives to Multiple Employees



Line of Sight

- Increases awareness of how individuals play a part in the overall organization
- Online visibility of Objective Alignment
- Employees can view Objective Alignment in all levels of the Supervisor Hierarchy



Succession Planning

- Identify, Create, and Manage Talent Pool
- Create Succession Plans for Employees, Jobs or Positions
- Leveraged by HR and all Managers



HR Administration

- **Switch as Manager/Employee**
- **Plan Administration**
 - **Enroll Workers**
 - **Refresh Score Cards**
 - **Remove Score Cards**
 - **Reopen Appraisals**
 - **Reopen Score Cards**
- **Mass Communications**
- **Ability to Roll Back Performance Management Plan**

Additional Enhancements in R12.1

- **Display Appraisals from PMP on Appraisal Home Page**
- **Decimal Support for Objectives which use Quantitative Measurement Style**
- **View scores of Competencies and Objectives on Workflow Notification Page**
- **Reject option no longer deletes the appraisal; returns the appraisal to the main appraiser**
- **Ability to inactivate old PMPs**

Questions & Answers



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Recording & Presentation:

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