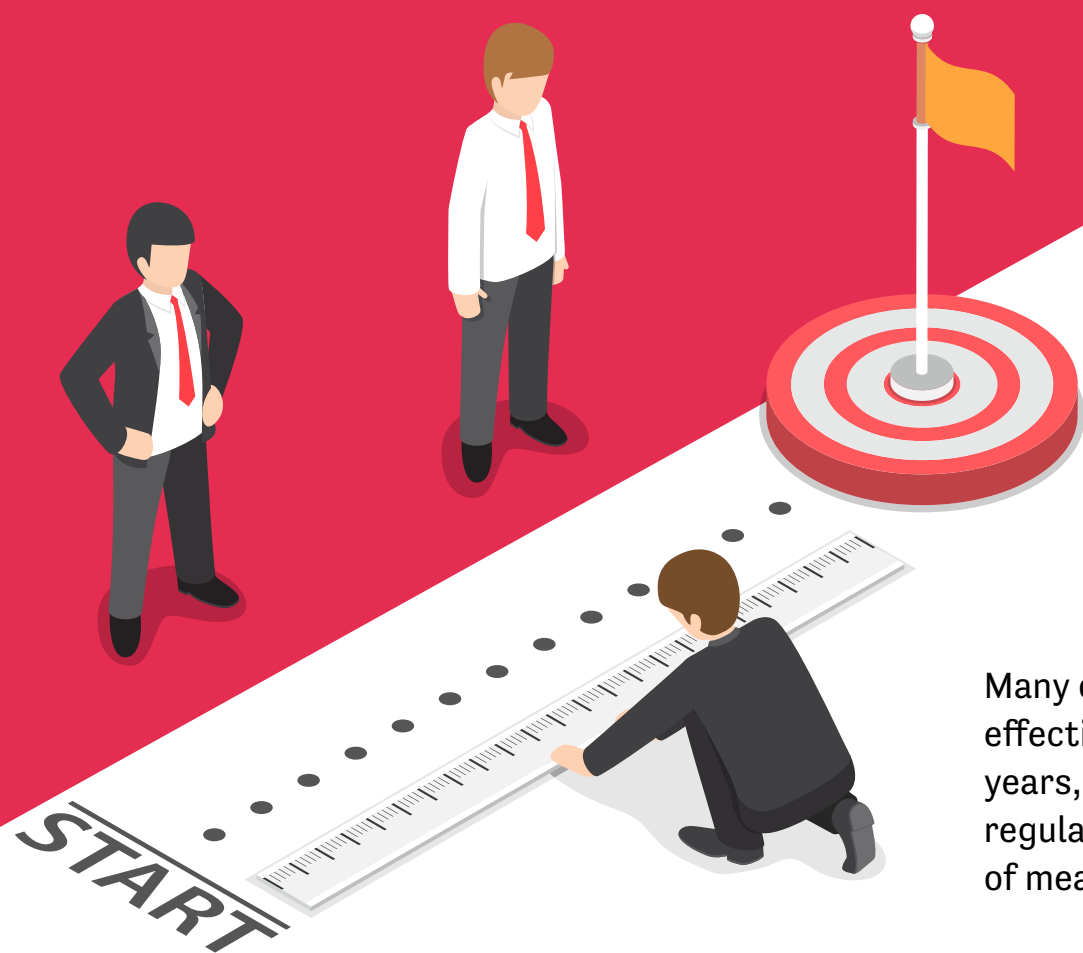


HOW EFFECTIVE IS YOUR PERFORMANCE MANAGEMENT SYSTEM?



Many organisations have been questioning the effectiveness of the annual appraisal in recent years, which has led to the introduction of regular check-ins, mini-reviews and other ways of measuring and communicating performance.

In a recent survey, produced in association with Hibob, *People Management* asked you how you measured performance and how it impacted on the way you manage people. Are you measuring performance accurately? Is the performance process being executed properly? Are employees receiving meaningful feedback?

71%
OF YOU FELT YOU HAVE ENOUGH
SUPPORT DATA TO CARRY OUT
PRODUCTIVE PERFORMANCE REVIEWS

But those of you who didn't, said:

"Lack of clear company goals and objectives make completing reviews difficult"

"Managers aren't proactive enough in seeking quality feedback"

"An annual tick box exercise – the [appraisal] document is not effectively kept live throughout the year"



86.3%
THINK GOAL-SETTING IS A KEY
COMPONENT IN A PERFORMANCE REVIEW

Why?

"People need to know what and where they need to work towards"

"Clear direction is valuable to every member of the team"

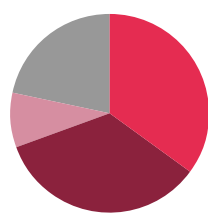
"If you don't have goals, how can you measure performance?"

"Helps set expectations on both sides"



73%
OF YOU FELT YOU HAD A
DETAILED UNDERSTANDING OF WHAT
DRIVES YOUR WORKFORCE

How often do you carry out performance reviews?



- Annually **35.2%**
- Six-monthly **34.3%**
- Monthly **9%**
- Ongoing **21.5%**

Are performance reviews directly linked to discussions about raises?

Yes **32.2%**
No **67.8%**



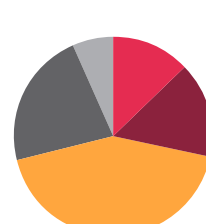
63.9%
BELIEVE PERFORMANCE
AND FEEDBACK ARE IMPORTANT
TO YOUR EMPLOYEES

65.2%
BELIEVE PERFORMANCE AND
FEEDBACK ARE IMPORTANT TO YOUR
BUSINESS PRODUCTIVITY

What do you believe motivates your employees?

Salary	★★★★★
Benefit packages	★★★★★
Feeling valued	★★★★★
Learning & development	★★★★★
Working with people they like	★★★★★
Company success	★★★★★

How flexible is your current performance management tool?



- Not very **12.9%**
- Quite **15.5%**
- It's adequate **42.9%**
- It's quite flexible **22.3%**
- It's very flexible **6.4%**

THE MAIN TAKEAWAYS

These stats reveal the limitations of many organisations' people management systems. Managers understand the need to gather and analyse data but don't currently have the tools to do so. The vast majority (71.3%) also feel that their current performance management tool is not as flexible as it needs to be. When it comes to employee retention, there are effective automated tools on the market that help companies boost engagement through more individualised, data-driven performance reviews. Using an adaptable and user-friendly performance management system is crucial to an organisation's long-term viability.

BOB'S YOUR UNCLE...

Hibob offers a people management platform that helps forward-thinking businesses bring out the best in their employees. It radically streamlines admin tasks and improves employee experiences with a focus on building company cultures and using people analytics to determine success.

For more information about bob or to try it out for free, please visit hibob.com