



Improving Workforce
Performance Everyday

SuitePeople Performance Management



Creating and establishing a performance-based culture is easier said than done. Keeping employees engaged and productive is a challenge for HR and finance leaders. SuitePeople Performance Management provides a central place to easily administer the performance review process. It not only makes performance management more efficient; it helps employees stay engaged when creating goals, monitoring progress and recognizing achievements. With Performance Management, managers and employees can collaborate on goals, priorities and reflections to have more meaningful conversations that actually improve performance.

Key Benefits

- Real-time, automatic update of goal progress from other NetSuite applications like CRM or PSA resulting in more objective performance reviews.
- The ability to create, monitor and review goals in a single place to drive better employee engagement and outcomes.
- Templates provide a fast and easy way to create and customize performance reviews.
- Includes 12 performance metrics, and the ability to customize these metrics or create new metrics.
- Approvals and acknowledgements provide a consistent and streamlined process for all employees.

Goal Management

The key to improving or accelerating performance starts with creating goals for employees.

In SuitePeople, employees create goals that are both meaningful to the organization and connected to their work via the use of performance metrics. Employees can select from a list of industry-specific performance metrics or manually set goals. Instead of employees or managers having to sort through emails, documents or other systems to find out the progress towards a goal, SuitePeople can automatically update goals with data from other NetSuite applications.

Goal-related discussions and decisions are tracked and can easily be included in performance reviews. Together with their managers, employees can also reprioritize goals based on business needs to keep focused on the most important work. Employees can capture learnings and

achievements while their manager is also able to reflect on the outcomes of the goal, sharing more timely feedback with the employee.

Performance Reviews

In many organizations, the performance review is viewed as more of a requirement than a valuable exercise to evaluate and improve individual performance. Often, they are done only once a year and require managers to manually collect information to complete each review. With SuitePeople, the performance review process becomes much easier and efficient. Review templates are used to define instructions, questions and rating scales. All employee goals over the period are automatically pulled into the review. HR leaders can easily track the performance review process by running reports to see overdue reviews, rating distribution and an employee's performance review history.

The screenshot displays the Oracle NetSuite interface for a performance review. At the top, it shows the user's profile (Emily Emerson) and the review period (5/1/2019 - 5/1/2020). The main content area is titled '2020 Annual Sales Review' and is marked as 'Completed'. It features a 'View Employee Acknowledgment' button and an 'Overall Rating: Exceeds Expectations' section. Below this, there are reflection questions and answers from both the reviewer and the employee. On the right side, there is a 'Goals as of: 5/1/2020' section with a list of goals, including 'Get 5 Kudos for Commitment to Customers', 'Take a course around customer engagement', 'Help with onboarding the November new hires', and 'Organize a Sales team event for May'. Each goal has a status indicator (e.g., 'Completed') and a date.

Employees and managers have continuous conversations about performance to help achieve better employee outcomes.