New On-Line Performance Management Tool: ePerformance

Excellence in People is a goal in our new Strategic Plan for the Health System. A key strategy underlying that goal is to promote and recognize outstanding performance. To that end, we are pleased to announce a major enhancement to the way in which we conduct staff employee performance reviews. The Health System will be launching an on-line performance management tool, known as ePerformance, for staff employees. This on-line performance management tool will be implemented next year, beginning with the May 2012 evaluation cycle.

What is ePerformance?

- ePerformance is a self-service performance management application for managers/supervisors, employees, and Human Resources administrators. It will be part of our current Human Resources Information System (e-HR).

- Managers/supervisors can use the application to complete performance reviews, communicate performance results, and monitor the status of the performance process.

- Employees can maintain notes on their performance, evaluate their own performance and review performance history.

- Human Resources can generate evaluation forms and reports, as well as monitor and manage the overall performance process. Workflow notifications keep managers/supervisors, employees and HR administrators up-to-date throughout the performance process cycle.

Benefits of ePerformance

- Paperless process

- Enhances accuracy, consistency, and timelines of reviews.

- Establishes accountability for performance management.

- Automated notifications for supervisors and employees throughout the process.

- Provides a process that is easier to use and understand
Functionality for Managers and Supervisors

- Create and maintain documents
- View performance history and the approval process
- Maintain performance notes for every employee
- Transfer documents to another manager/supervisor.

Training materials for managers/supervisors and employees will be made available in January 2012, with a go-live date in February in time for the May 2012 evaluation cycle. And additional communications will follow with more information about the launch of this new resource next year.