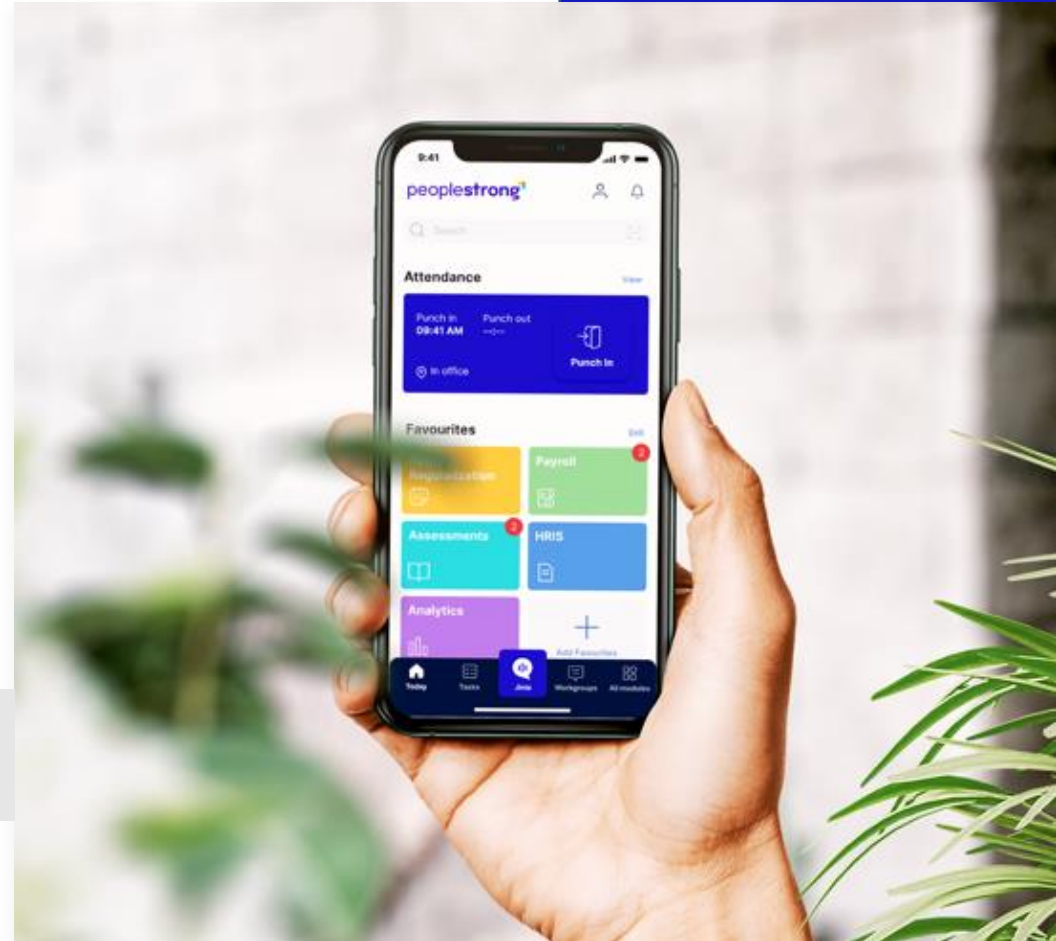




Asia Pacific's Choice of #HRTech

HUMAN CAPITAL MANAGEMENT • PAYROLL & WORKFORCE
MANAGEMENT • TALENT ACQUISITION • TALENT MANAGEMENT





Review Process Steps:

Self assessment
L1 assessment
Normalization



Login Page:

The image shows a login page for PeopleStrong. The background is a dark blue grid pattern with a faint, repeating image of people in a meeting. In the center is a white rounded rectangle containing the login form. The form includes the PeopleStrong logo, input fields for Username and Password, a 'Forgot password?' link, and a 'Login' button.

 peoplestrong

UserName

Password

[Forgot password?](#)

Login



Performance Landing Page

Click on “Objective” Tab to view goals assigned and make check-ins on the Goals.

Performance Home > My Objective

My Objective

Apr 2023 - Mar 2024 | Oct

Search

Performance

- Performance Home
- Objective**
- Reviews
- 1-on-1 Conversations

Objective

Have minimum 1 and maximum 20 Objective monthly

Add Objective

My Objectives	WEIGHTAGE 50%	Active	
Create New Objective			
Test 01 Oct 2023 - 31 Oct 2023	WEIGHTAGE 50%	Active	

Self View | Team View

Its Time To Complete Your Review

Ongoing Review Status

Performance Management System 2022 -- 2023 ...

31 Oct 2023
SELF REVIEW DUE DATE

THINGS TO DO BEFORE STARTING THE REVIEW

Check-in Objective
3 Key Result to check-in [See Objective](#)

[Go to My Reviews](#)

Check-Ins That Are Overdue

[View](#)

Key Result At Risk

3
KEY RESULT WITH NO CHECK-INS | NA
LAST CHECK-IN

KEY RESULT AT RISK

0% milestone
Outcome | Weightage : 100% [Check-In](#)

0% milestone
Outcome | Weightage : 100% [Check-In](#)

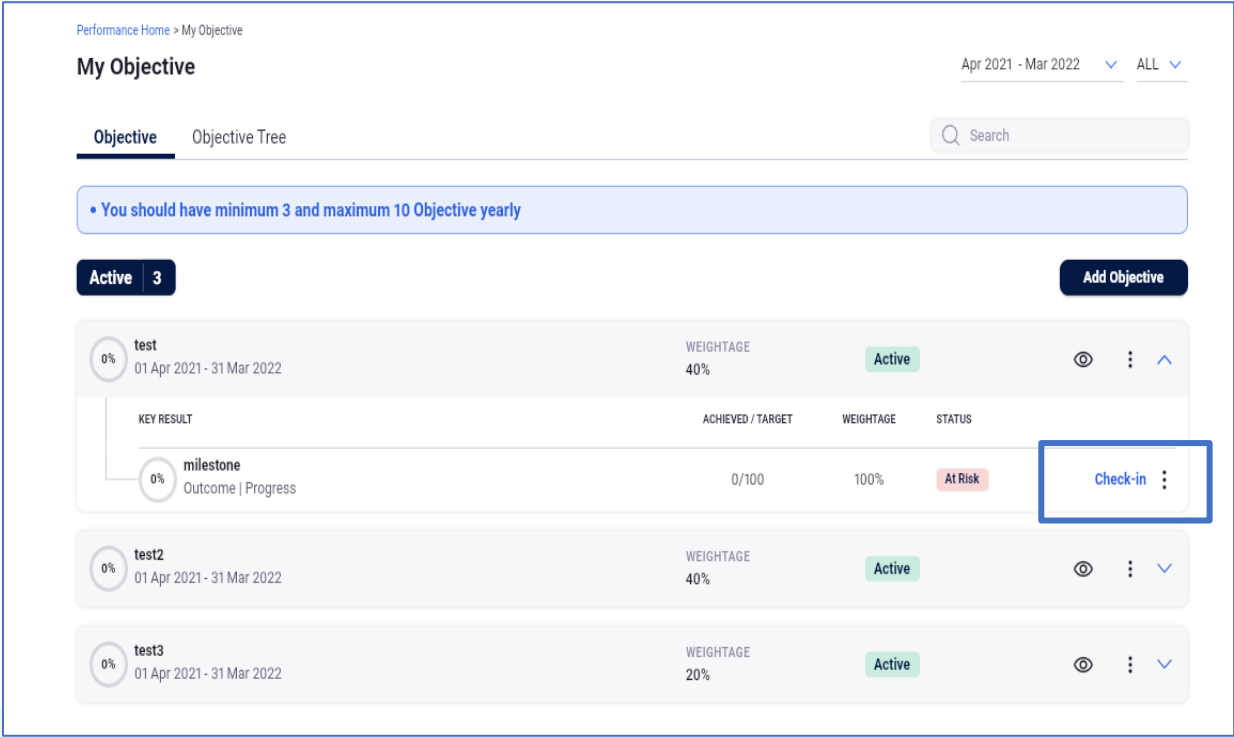
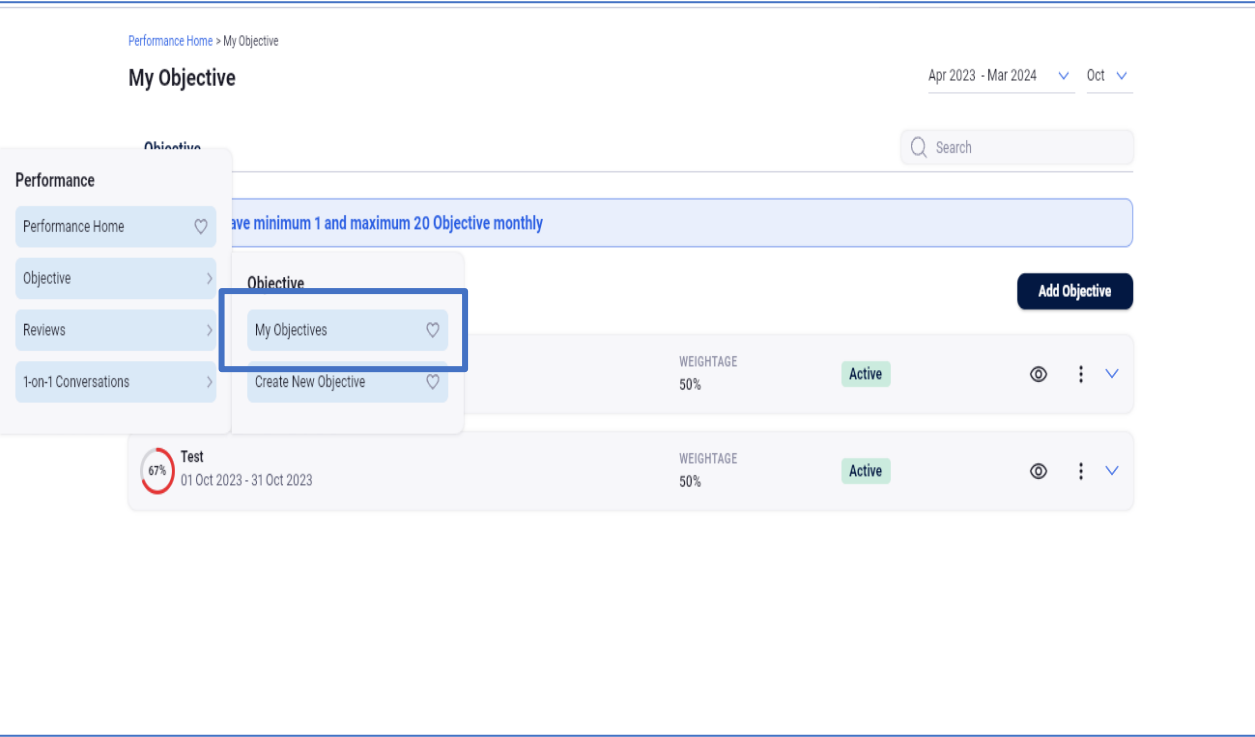
Suggested for you

[My Objectives](#)

Employee –Goal Creation and Check-in

Self check-in Page

Employees can view Active Objective and Key result on this page.
Click on “My Objective” to view and check-in achievement



Self check-in Page

Enter check-in value and comments if required. You may also attach supporting documents here.

Once check-in is entered, click on save check-in button to submit.

You may re-enter check-in values, your history will be captured in check-in history section

Check-in

0% test

milestone

Check-in Check-in History About Key Result

CHECK-IN VALUE

0 25 50 75 100

CHECK-IN DATE 19 Oct 2023

ACHIEVED TILL DATE 0%

COMMENT (Optional)

Add notes on achievements, challenges and observations to support your check-in

0/500

Add Attachment
(.doc, .xls, .ppt, .pdf, .txt, .jpg, .png, .gif, .mp4, .zip, .rar MAX 25MB)

Reset Check-in Save Check-In

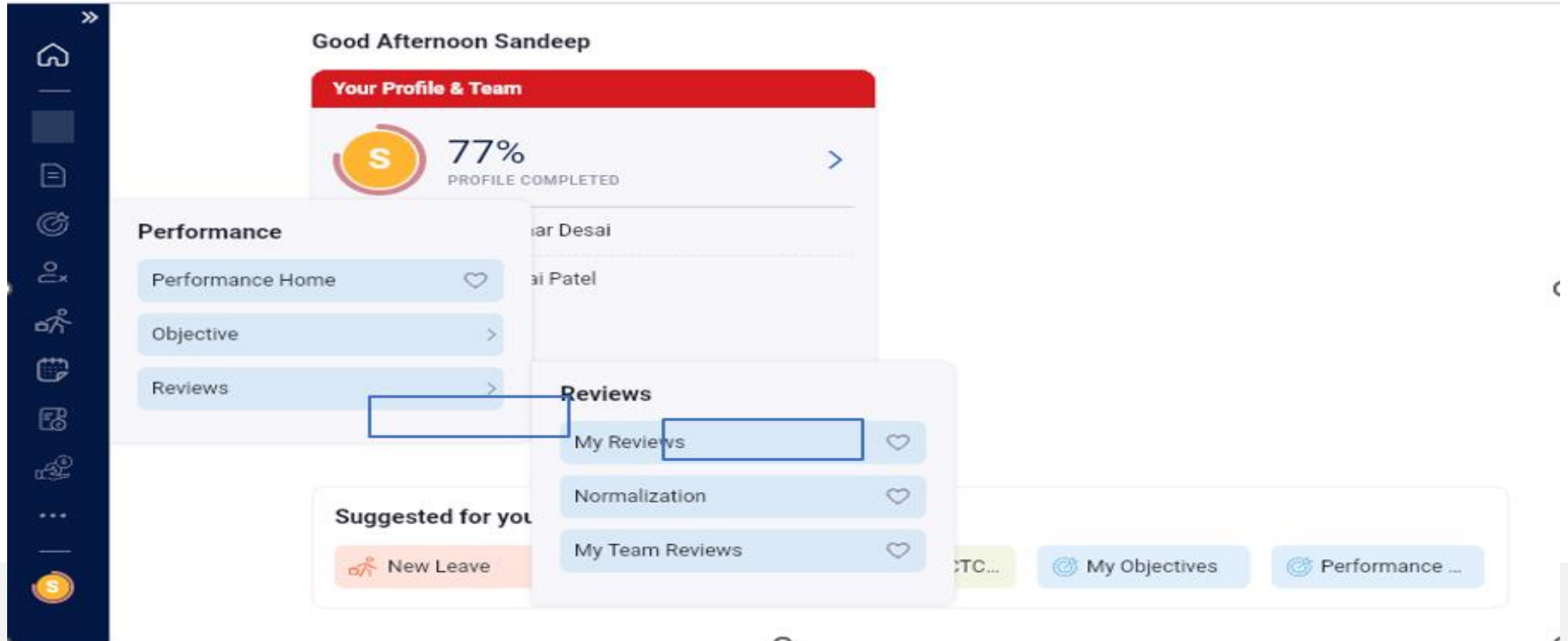
1/1 Key Result



Employee –Self Assessment

Performance Landing Page

Click on “Review -> My Review” Tab to initiate self-assessment.



Employee Self -Assessment

From Performance Review-> My Review-> click on Initiate

Performance Home > My Reviews

My Reviews

Apr 2023 - Mar 2024

All 6Open 4Closed 2

Search

Review Cycle Name	Start Date	Due Date	Final Rating/Score	Status	
Nov 23 HR Test Periodic	03 Nov 2023	20 Dec 2023	--	Open	Initiate
August 2023 Periodic	10 Oct 2023	20 Oct 2023	N/A	Open	
Aug-2023 Periodic	10 Sep 2023	12 Sep 2023	N/A	Closed	
Aug-2023 Periodic	28 Aug 2023	30 Sep 2023	N/A	Closed	
Normalization Test Periodic	01 Aug 2023	08 Aug 2023	--	Open	
Test 1 Periodic	28 Jul 2023	05 Aug 2023	N/A	Open	



Employee Self -Assessment

Employee will give the self rating and as comment is non-mandatory employee can proceed with/without giving comments.

2
NUMBER OF OBJECTIVE

100
SUM OF WEIGHTAGES

0
OVERALL WEIGHTED ACHIEVEMENT

0%
Test
01 Oct 2023 - 31 Oct 2023

WEIGHTAGE
50%

WEIGHTED ACHIEVEMENT % ⓘ
0.00%

👁️ ⬆️

SELF RATING

—

Progress History

Check-in & Rating

Reviewer Responses

Continuous Feedback

Description

KEY RESULT NAME	ACHIEVED / TARGET	DUE DATE	STATUS	
<div>0% Test Outcome Metric</div>	1/10	31 Oct 2023	At Risk	Check-in

YOUR RATING ⓘ Show Rating Rules

SP

OP

DFP1

DFP2

DFP3

PDP

IP

YOUR COMMENTS ⓘ (Optional)

☐ Objective

Submit Review



Employee Self- Assessment

Once assessment is submitted, it will move to manager stage for their assessment.

Performance Home > My Reviews > Review

Nov 23 HR Test

Download PDF

A

Aditi Hamine Milind Hamine (Self)

[View Profile](#)

Submission Date : 12 Dec 2023

DFP1

N

Nitesh Tilwani Tilwani (L1 Manager)

Due Date: 29 Dec 2023

Objective

2

NUMBER OF OBJECTIVE

100

SUM OF WEIGHTAGES

0

OVERALL WEIGHTED ACHIEVEMENT

0%

Test

01 Oct 2023 - 31 Oct 2023

WEIGHTAGE

50%

WEIGHTED ACHIEVEMENT % ⓘ

0.00%

👁

⬆

SELF RATING

DFP3

Progress History

Check-in & Rating

Reviewer Responses

Continuous Feedback

Description

KEY RESULT NAME	ACHIEVED / TARGET	DUE DATE	STATUS
<div><div>0%</div><div>Test</div></div>	1/10	31 Oct 2023	At Risk

✓ Objective

Review submitted successfully!

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L1 Goals Approval

Performance Landing Page

Click on “ Objectives -> My Team Objectives” Click on eye Icon for employees with objectives awaiting for approval..

Performance Home > Team Objective

Team Objective

Actions

My Direct TeamTeam Key ResultObjective TreeMy Org

Search

Team Member	Progress	Last Check In	Individual Objective	Awaiting Approval	Awaiting Review	
<div><div>A</div><div>Ankit Khandelwal</div><div>00012 Consultant</div><div>View Profile</div></div>	0%	No-Checkin	0	0	0	
<div><div></div><div>meysa Guhagarkar</div><div>nager</div></div>	0%	No-Checkin	0	0	0	
<div><div></div><div>lagga</div></div>	0%	No-Checkin	0	0	0	
<div><div></div><div>Suneha S</div><div>0136 Sei</div><div>View Profile</div></div>	0%	No-Checkin	0	0	0	
<div><div>Y</div><div>Yogesh Ramesh Joshi</div><div>0129 AGM - HR Shared Service</div><div>View Profile</div></div>	17%	01 Mar 2024	6	1	0	

Performance

Performance Home

Objective

Reviews

Objective

My Team Objectives

Create New Objective



Performance Landing Page

Approve or reject new objectives. For Multiple objectives, bulk action option will also appear.

>>

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👤

👤

📅

📊

🔄

👤

|

🔍

Performance Home > Team Objective > Team Objective Detail

Team Objective Detail

Y

Yogesh Ramesh Joshi

0129 | AGM - HR Shared Service

LAST CHECK-IN
01 Mar 2024

Objective

🔍 Search

All 6

Awaiting Approval 1

Active 5

Apr 2023 - Mar 2024

ALL

Adjust Weightage

<div>0%</div> <div>New Objective</div> <div>01 Apr 2023 - 31 Mar 2024</div>	<div>10%</div> <div><div>✓ Approve</div><div>✗ Reject</div></div>	<div>👁</div> <div>⋮</div> <div>⌵</div>
<div>0%</div> <div>atmost</div> <div>01 Apr 2023 - 31 Mar 2024</div>	<div>20%</div> <div>Active</div>	<div>👁</div> <div>⋮</div> <div>⌵</div>
<div>0%</div> <div>range</div> <div>01 Apr 2023 - 31 Mar 2024</div>	<div>40%</div> <div>Active</div>	<div>👁</div> <div>⋮</div> <div>⌵</div>
<div>74%</div> <div>test12</div> <div>01 Apr 2023 - 31 Mar 2024</div>	<div>10%</div> <div>Active</div>	<div>👁</div> <div>⋮</div> <div>⌵</div>

L₁ Manager-Assessment

Performance Landing Page

Click on “Reviews -> My Team Reviews” Tab to initiate assessment for team.

All 6

Open 4

Closed 2

Search

Review Name	Status			
Nov 23 HR Test	Open			
SELF REVIEW	YOUR REVIEW DUE DATE	RATING/SCORE		
Nayak Ramkrishna Nayak	Pending	29 Dec 2023	N/A	Send Reminder
	Pending	29 Dec 2023	N/A	Send Reminder
	Pending	29 Dec 2023	N/A	Send Reminder
	Pending	29 Dec 2023	N/A	Send Reminder
Dnyane	Complete	29 Dec 2023	N/A	Initiate
Aditi Hamine Milind Hamine	Pending	29 Dec 2023	N/A	Send Reminder
Krushna Chaudhari Subhash Chaudhari	Pending	29 Dec 2023	N/A	Send Reminder
August 2023	Open			

Performance

Performance Home

Objective

Reviews

1-on-1 Conversations

Reviews

My Reviews



















Normalization

My Team Reviews

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L1 Manager Assessment

Click on “ Reviews -> My Team Reviews -> Initiate” Tab to initiate assessment for team.

	Navina Nayak Ramkrishna Nayak 362755 View Profile	 Pending	 29 Dec 2023	N/A	Send Reminder
	Sudeep Deepak Nerkar Deepak Nerkar 406609 View Profile	 Pending	 29 Dec 2023	N/A	Send Reminder
	Shruti Bhosale Bhosale 418723 View Profile	 Pending	 29 Dec 2023	N/A	Send Reminder
	Dnyaneshwar Adhav Sakharam Adhav 417745 View Profile	 Pending	 29 Dec 2023	N/A	Send Reminder
	Aditi Hamine Milind Hamine 423455 View Profile	 Complete	 29 Dec 2023	N/A	Initiate
	Krushna Chaudhari Subhash Chaudhari 432556 View Profile	 Pending	 29 Dec 2023	N/A	Send Reminder



L1 Manager Assessment

L1 Manager will give the rating against each objective/Goal based on the achievement done. As comment is non-mandatory L1 Manager can proceed with/without giving comments.

SELF RATING
DFP3

L1 MANAGER
DFP3

[Progress History](#)

Check-in & Rating

Reviewer Responses

Continuous Feedback

Description

KEY RESULT NAME	ACHIEVED / TARGET	DUE DATE	STATUS
<div><div>0%</div><div>Test</div><div>Outcome Metric</div></div>	1/10	31 Oct 2023	At Risk

YOUR RATING

[Show Rating Rules](#)

SP

OP

DFP1

DFP2

DFP3

PDP

IP

YOUR COMMENTS

(Optional)

[Add Attachment](#)

(.doc, .xls, .ppt, .pdf, .txt, .jpg, .png, .gif, .mp4, .zip, .rar MAX 25MB)

Save & Next

✓

Objective

Submit Review

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L1 Manager Assessment

- L1 manager review submitted.

Performance Home > My Team Review > Review

Nov 23 HR Test

Download PDF

A

Aditi Hamine Milind Hamine (Self)

View Profile

Submission Date : 12 Dec 2023

DFP1

N

Nitesh Tilwani Tilwani (L1 Manager)

Submission Date : 12 Dec 2023

Submitted By : Nitesh Tilwani Tilwani

DFP1

Final Overall Rating

--

Objective

2

NUMBER OF OBJECTIVE

100

SUM OF WEIGHTAGES

0

OVERALL WEIGHTED ACHIEVEMENT

0%

Test

01 Oct 2023 - 31 Oct 2023

WEIGHTAGE

50%

WEIGHTED ACHIEVEMENT % ⓘ

0.00%

👁

⬆

SELF RATING

DFP3

L1 MANAGER

DFP2

Progress History

Check-in & Rating

Reviewer Responses

Continuous Feedback

Description

KEY RESULT NAME	ACHIEVED / TARGET	DUE DATE	STATUS
<div><div>0%</div><div>Test</div></div>	1/10	31 Oct 2023	At Risk

✔ Objective

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Normalization

Normalization Actor Screen (DH)

Click on Reviews-> Normalization and select template .

Self ViewTeam View

Performance

Performance Home

Objective

Reviews

1-on-1 Conversations

Reviews

My Reviews

Normalization

My Team Reviews

Suggested for you

My Objectives

Normalization

Its Time To Complete Your Review

STARTING THE REVIEW

Check-Ins That Are Overdue

View

Key Result At Risk

2

KEY RESULT WITH NO CHECK-INS

NA

LAST CHECK-IN

KEY RESULT AT RISK

0% Test Outcome

Check-In

0% Test Outcome

Check-In

There is no active announcements.

Performance Home > Normalization

Apr 2023 - Mar 2024

Normalization

All1

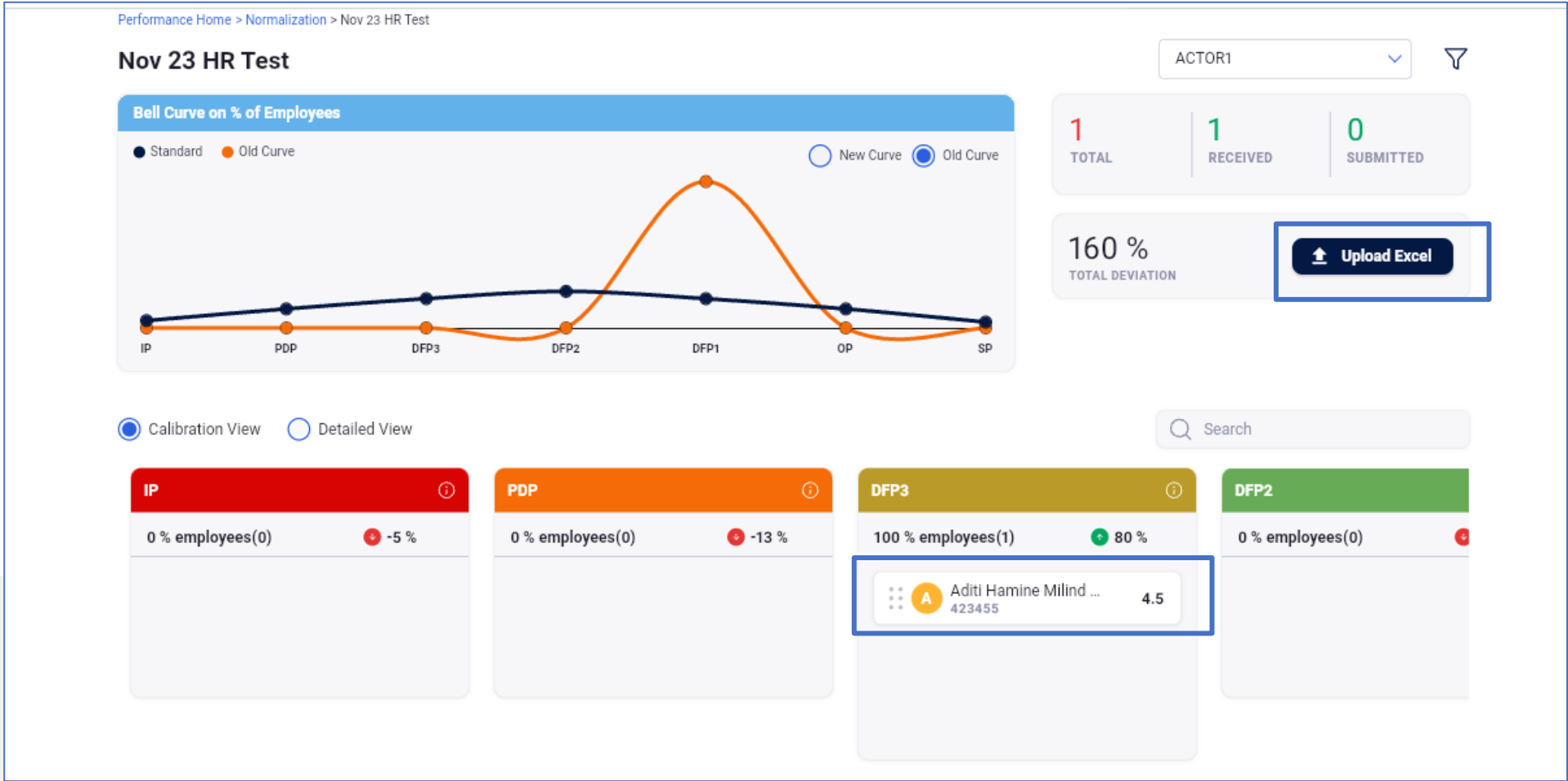
Review Cycle Name	Due Date	Status
Nov 23 HR Test Type: Periodic	--	Open

Normalize



Normalization Actor Screen

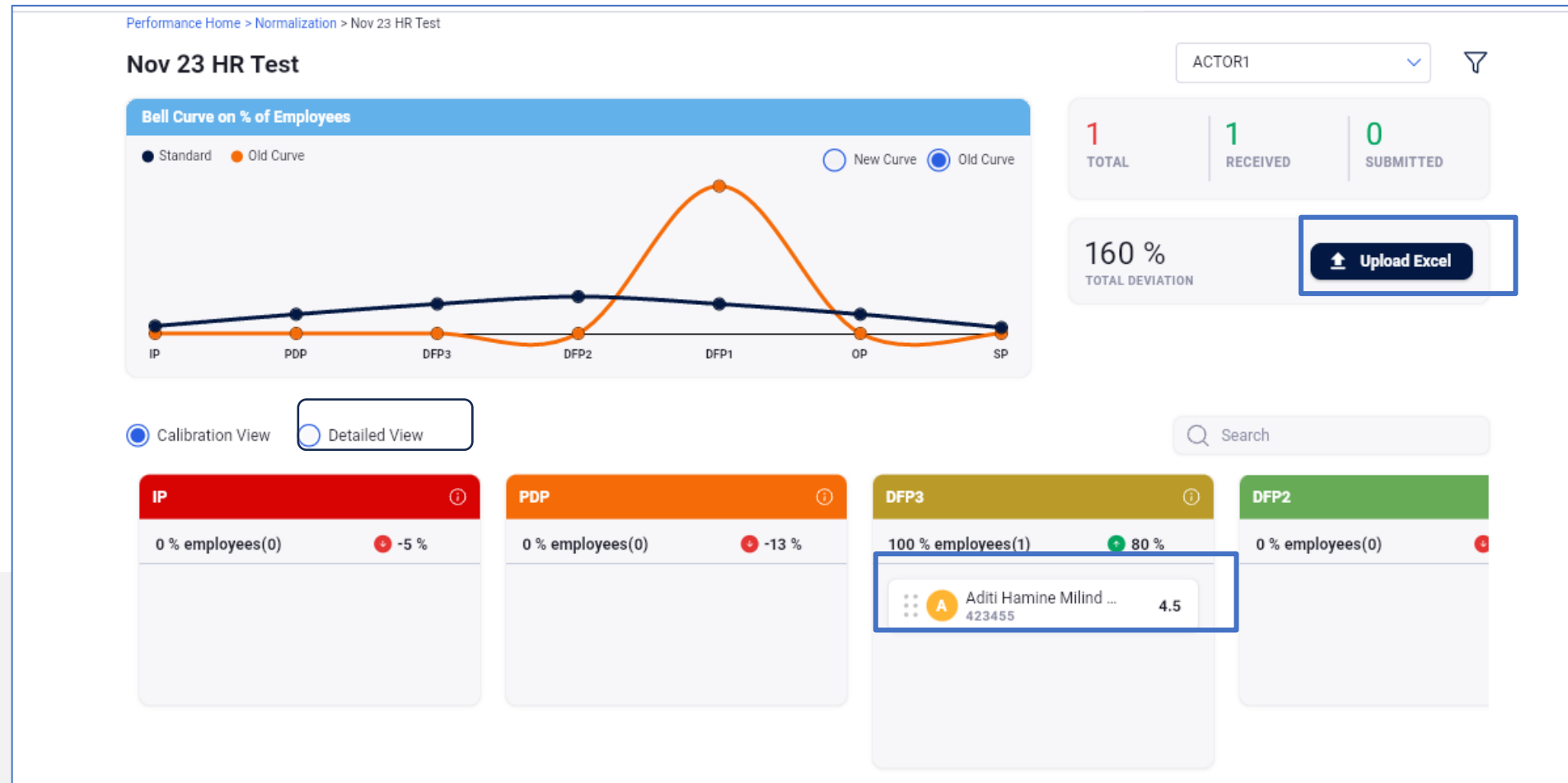
Search employees to calibrate , provide rating And can also view the bell curve.
Here we have calibrated and Detailed view , where you can drag and drop the employee to change or adjust the rating And can also submit it by upload it through excel.



Normalization Actor Screen

Search employees to calibrate/Normalize.

Select Detailed view option for check for the incentives as per ratings of the employees.



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Thank You

