

# Appraisal Smart<sup>™</sup>

A Sophisticated Web-Based, Enterprise-Wide  
Performance Appraisal / Review System

*Frustrated by the limitations of  
using a paper-based Performance  
Appraisal System?*



**SaaS**

Software-as-a-Service

**Managing and Administering the  
Performance Appraisal process need not  
be so stressful, time-consuming and  
paper-intensive any longer**

- **High-Tech with built-in High-Touch**
- **Designed by Human Resources Professionals**
- **Based on International Best Practice**

**Appraisal Smart offers you an innovative, cutting-edge approach to administering Employee Performance Appraisals/Reviews, and will place you at the technological forefront of this crucial Human Resources and Managerial function**

**It not only automates Performance Review administration, but also elevates it to a superb relationship, productivity and behavior modification tool, effectively driving change, productivity, development of core competence, and ultimately, bottom line results**

**The system can be operated on your own Corporate Intranet, or over the Internet as a secure, hosted Software-as-a-Service (SaaS) application with worldwide 24x7x365 access (guaranteed 99.99% uptime)**



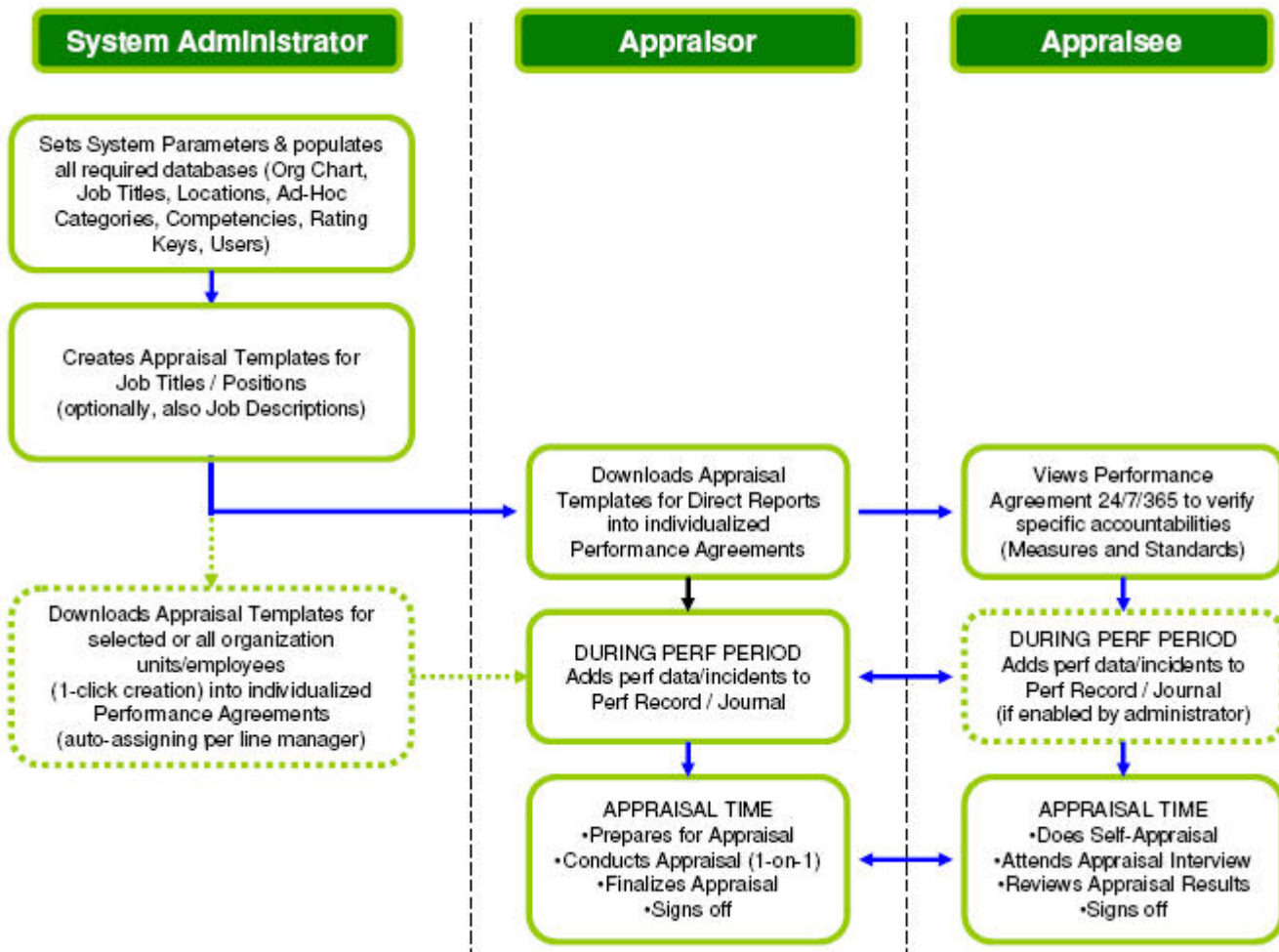
## **Geared for Performance-Based Compensation**

### **Benefits**

- Automates the time-consuming Employee Performance Appraisal / Review administration process.
- Significantly reduces the subjective nature of Performance Appraisals, resulting in constructive and productive Appraisal Interviews.
- Ensures clarity of work expectations and standards.
- Reduces employee stress and anxiety, wasted resources, and conflict.
- Promotes manager-employee engagement and collaboration.
- Reduces Line Manager reluctance and fear to conduct Performance Appraisals.
- Provides recording and audit trail archiving of ACTUAL versus REQUIRED performance expectations and standards.
- Dramatically improves HR and Line Manager productivity.
- Supports Organization Development and Change Management interventions.
- No need for formal training or IT help, no servers to maintain, and no software to install (secure Internet option - SaaS).



# How Appraisal Smart Works



## Optional Add-on Modules

Goal Management - Multirater - Smart360 - Learning Management

Reduce Paperwork	Improve Performance	Improve Collaboration	Enhance Transparency
Ensure Accountability and Ownership	Retain Top Performers	Increase Commitment	Increase Motivation and Productivity
Target-develop Employees	Identify Poor Performers	Establish Meritocracy	Increase Customer Satisfaction



**Our Mission is to provide our clients with user-friendly, online Talent Management software, enabling them to more effectively achieve their Corporate Goals of creating a high-performance business culture, and developing the critical talent they cannot thrive without.**

**This is achieved through our state-of-the-art Internet (SaaS) and Intranet database solutions, utilizing the latest programming innovations available.**

## Powerful Standard and Optional Features/Modules

- (1) Ad-Hoc Appraisals for special purposes such as:
  - Probation • Promotions • Succession • Performance Improvement
- (2) Goal Management Module:
  - Goal Hierarchies • Goal Cascading • Goal Steps • KPI Dashboards
- (3) Multirater Module for wider performance and behavioral feedback
- (4) Online Job Descriptions, fully integrated with Appraisal Templates
- (5) Smart360 - the world-first Context-Targeted 360-Degree Feedback System
- (6) Learning Management - Corporate L&D Library and Employee Personal Development Plans (PDPs)



### Measuring Goals, Objectives, KPIs and Competencies

- For Public and Private Sectors
- Diverse Functionality
- Fully Scalable
- Intuitive, Easy-to-Use
- Flexible and Robust
- Advanced Authoring Tools
- Competency Library + add own
- Appraisal Template Database
- Data Exporting
- Online Job/Role Descriptions
- Ad-hoc Appraisals
- Language and Spell Checker
- Auto Email Reminders
- Importance/Priority Weighting
- 24x7 Performance Recording
- Performance Optimization Plans
- Performance Ranking
- Multirater
- Comprehensive Reporting
- Auto Password Reminder
- Learning Needs Identifying
- Content-Rich User Guides
- Lifetime Appraisal Archiving
- HRIS / HRMS Interfacing
- 128 bit SSL Security Encryption
- Super-Rapid Deployment
- Highly Cost Effective

### Enables you to:

- ⇒ **Ensure that your Corporate Goals are achieved through the joint efforts of all your employees.**
- ⇒ **Hold people accountable for their work output, and establish a performance-based culture.**
- ⇒ **Minimize the effort and cost of the performance appraisal process across your organization, and dramatically reduce paperwork.**
- ⇒ **Enhance the content and consistency of performance appraisals organization-wide.**
- ⇒ **Motivate employees with clear and easily online-accessible goals and objectives to enhance their performance.**
- ⇒ **Adopt a fair performance management and appraisal system that aims to retain top performers and identify those employees who do not perform to expectation.**
- ⇒ **Have your finger on the pulse regarding the status of appraisals organization-wide at any given moment in time.**
- ⇒ **Have a record of all previous years' appraisals 'on tap' with the mere click of a mouse.**
- ⇒ **Protect yourself legally with detailed performance records to defend your organization against litigious ex-employees.**

**Ask for an Online Demonstration and 7-Day Free Trial**

### CONTACT

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*"Appraisal Smart is an intuitive system that makes performance management a breeze. Appraisal Smart the company is creative and innovative, and their customer service is fantastic. If you want a performance management software solution that handles your HR needs at a fraction of the cost of competitor products, then you can't go wrong with Appraisal Smart."*

**Geoff Dickin, Human Resources Manager  
Alliance One Credit Union Ltd**

*"We did our first employee performance appraisals yesterday and they went great. The communication that your service offered was tremendous. The entire process was a dramatic improvement over our previous efforts. Thanks for all of the help and we look forward to working with you in the future."*

**Matt Kelton, Chief Operating Officer and President  
Computer Renaissance**

*"We used a paper-based staff performance appraisal system before, which was extremely time consuming and labor intensive, Appraisal smart has reduced my operational involvement to a point where I am only needed for scheduling and signoffs."*

*"Our company has diverse job grades and skill levels and in the past our weightings were always a bit distorted. We were able to restructure weightings to effectively reflect on performance and also easily set goals per individual. The biggest benefit to our company must be the multirater feedback. I used to struggle for days to get feedback from peers, and most of the time this would be incomplete. The comments-force feature ensures I receive feedback on all behavioral standards, which provides an holistic view to the appraiser as well as appraisee."*

*"Apart from these benefits, I am suitably impressed with the way in which the service is managed. I am always able to contact you for support; features and improvements are added very regularly, and the availability and uptime has been terrific. Truly a very valuable investment."*

**Lizaan Louw, HR Manager  
Space Age Technologies (Pty) Ltd**