

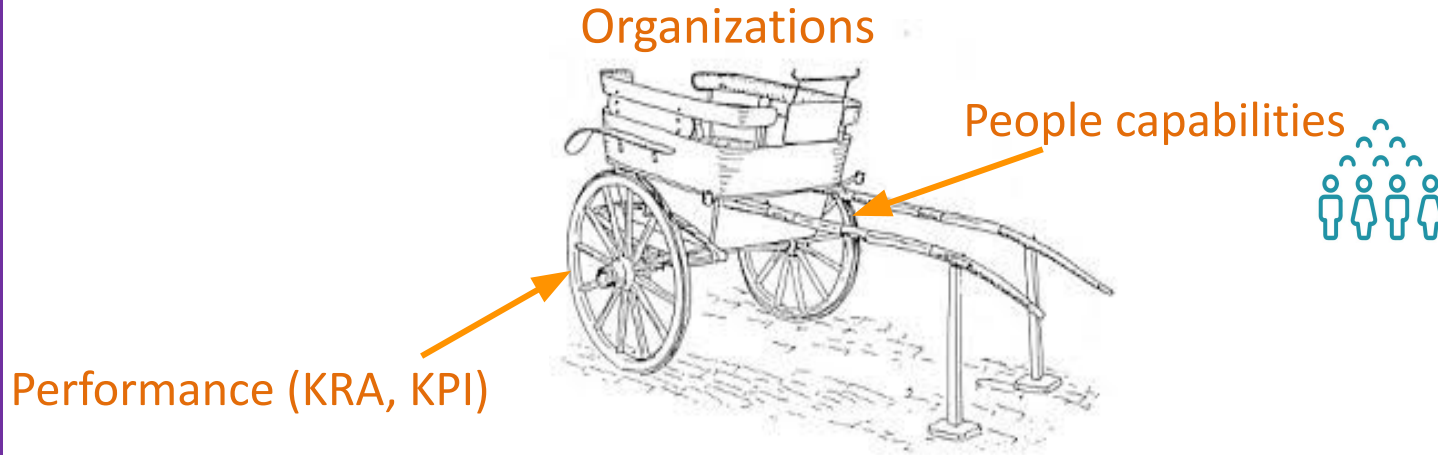


HYGEN
pénétrer >>>

Business & Employee Performance Management Approach Presentation



Business Performance – The Framework...



For successful outcome from people

<u>What is generally done ... view with management lens</u>	vs	<u>What matters most ... view with psychological lens</u>
<ul style="list-style-type: none">• Look at pedigree, qualifications		<ul style="list-style-type: none">• Person's mettle, desire, perception
<ul style="list-style-type: none">• Roles, designations		<ul style="list-style-type: none">• Thinking, Feeling & Behaving
<ul style="list-style-type: none">• KRAs		<ul style="list-style-type: none">• Capabilities

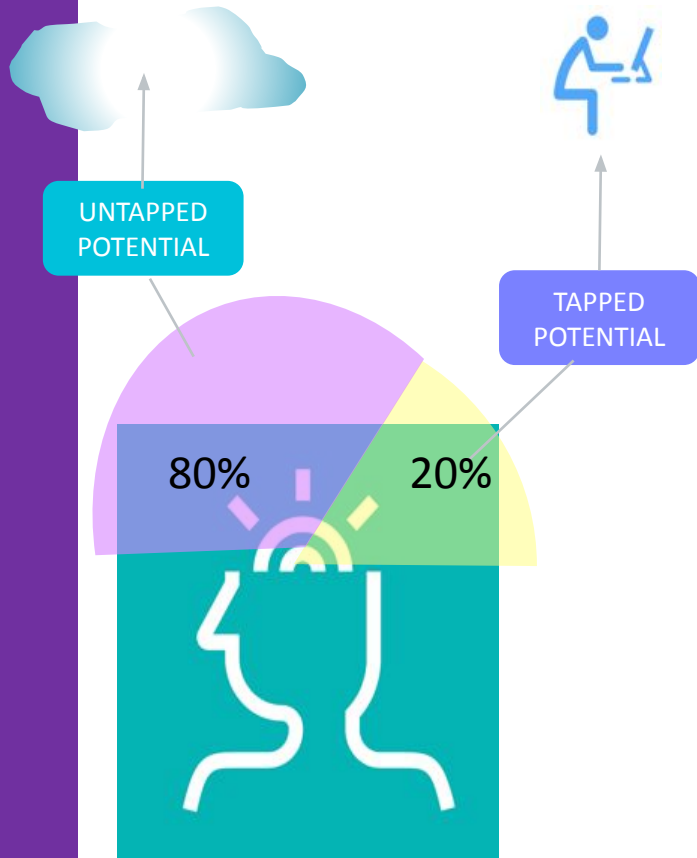


Business Performance – Go Digital !!



Organizations make use of less than 20% of their employees' potential

Source: Gallup Research

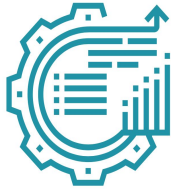


Untapped Human Capital is the Next Great Global Resource

- Significant % of employees' potential is still a 'hidden treasure'
- Employee & Organization need help as calibrated measure are unavailable
- Organization output is a fraction of possible output
- No behavior is exhibited & no data is tracked
- Tools like ERP contains 'HARD DATA' related to exhibited outcome, but no means of sensing 'SOFT & UNTAPPED' data

Organizations can bring out this hidden potential to create business competitiveness

Organizational Performance concept



Sharp focus
on real
operational
issues



Realtime
view of
business
situations



Rule
based
decision
pointers



Sustainable
value
creation



People
innate
capability
metrics



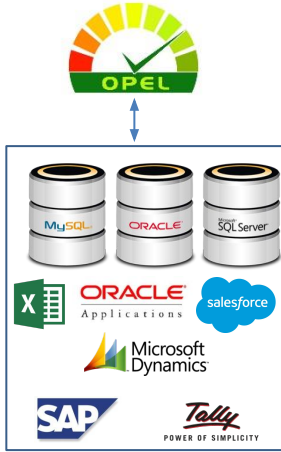
Individualize
d capability
developmen
t plan



Preparing
the person
for job role



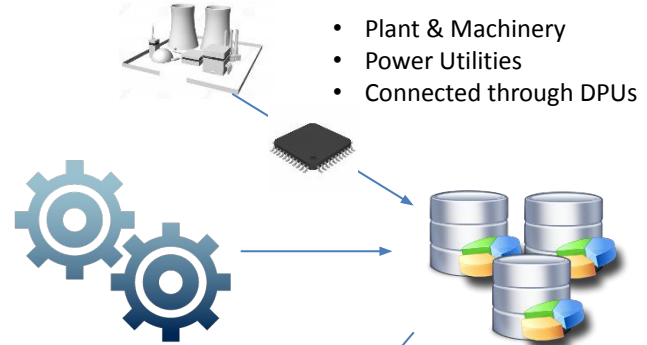
Business Performance - Automation Methodology



- Business Systems,
- ERP & Applications



- Pre designed APIs
- ERP Specific
- Industry Specific



- Plant & Machinery
- Power Utilities
- Connected through DPUs

- ETL / Translation
- Hexadecimal to Data
- Cloud Upload

- Data Warehouse
- Big Data Framework
- Indexed & Cleaned



Boards, CXOs, Senior Management, Business Executives, HoDs, Control Rooms



- Dashboards
- Analytic Packets
- Real-Time Monitor



- Dashboard Host
- Web-based
- Multi-Platform
- Control Room

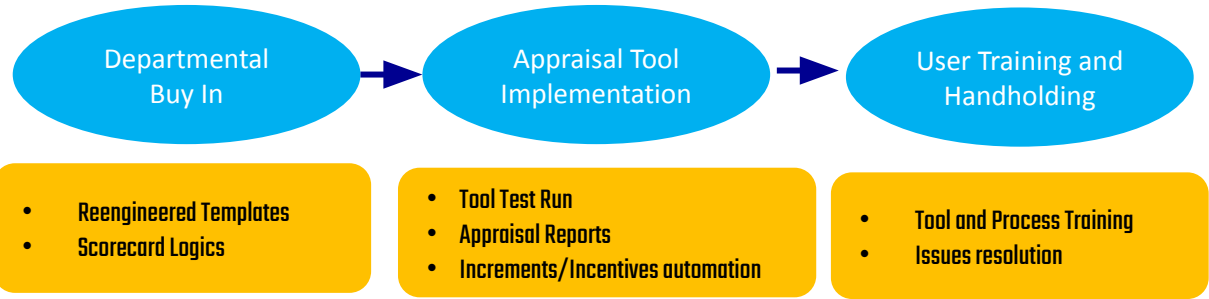


- Analytics Engine
- Business Intelligence
- Visualizing Engine
- Algorithm Builder

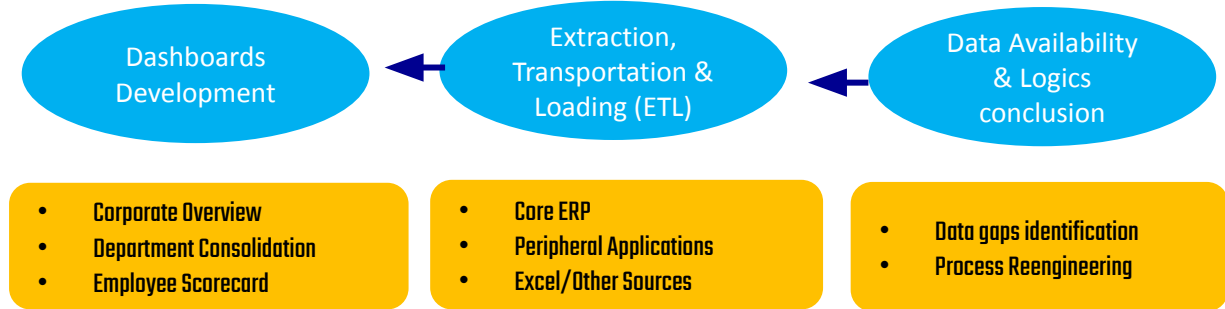
Publish

BPMS & EPMS Implementation Stages

Implementation Stage



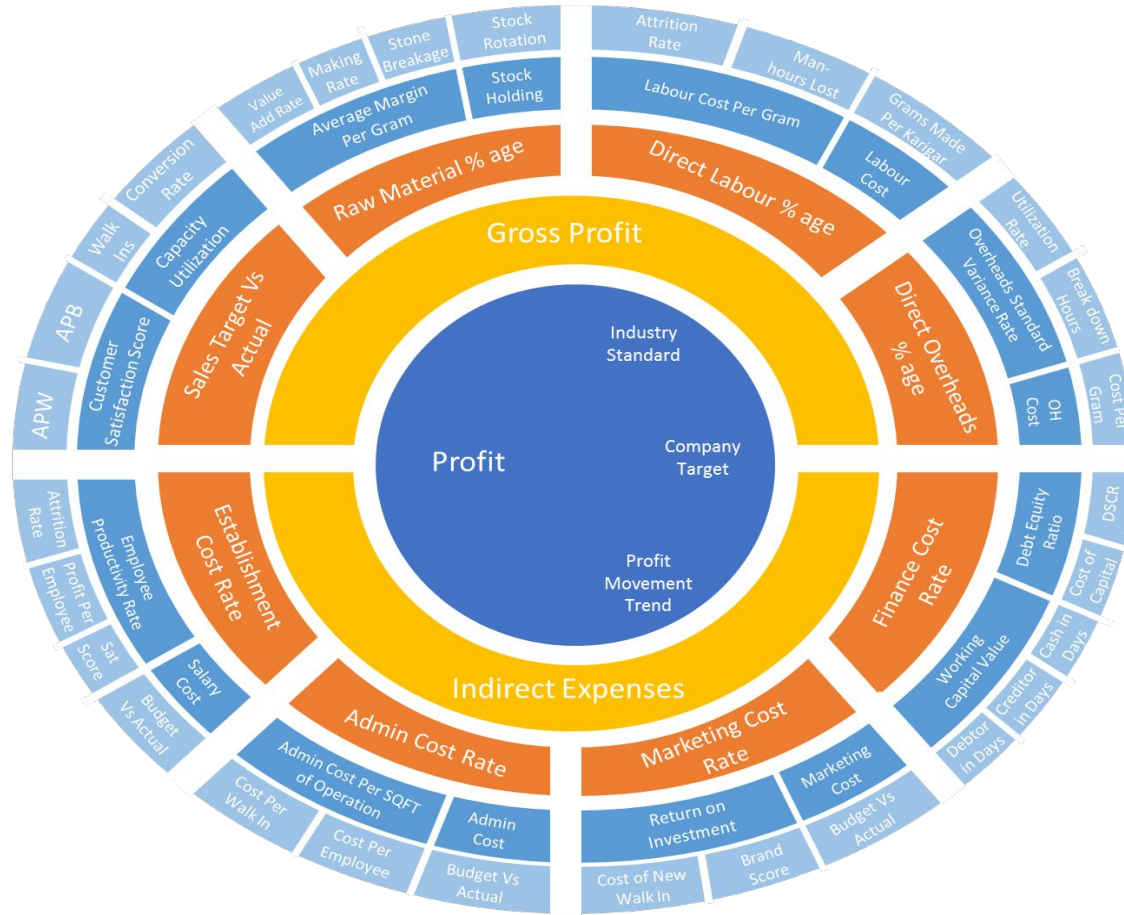
Automation Stage



Conceptualization Stage



EPMS- Enabling Business Bull's Eye View



Benefits

Real-time visualization of the business ensures that you are always grounded in reality, proactive and well prepared for any disruption



Create Employee Scorecards with data from your workflows, ERP, CRM and others.

Automate processes and drive specific insights while improving efficiency

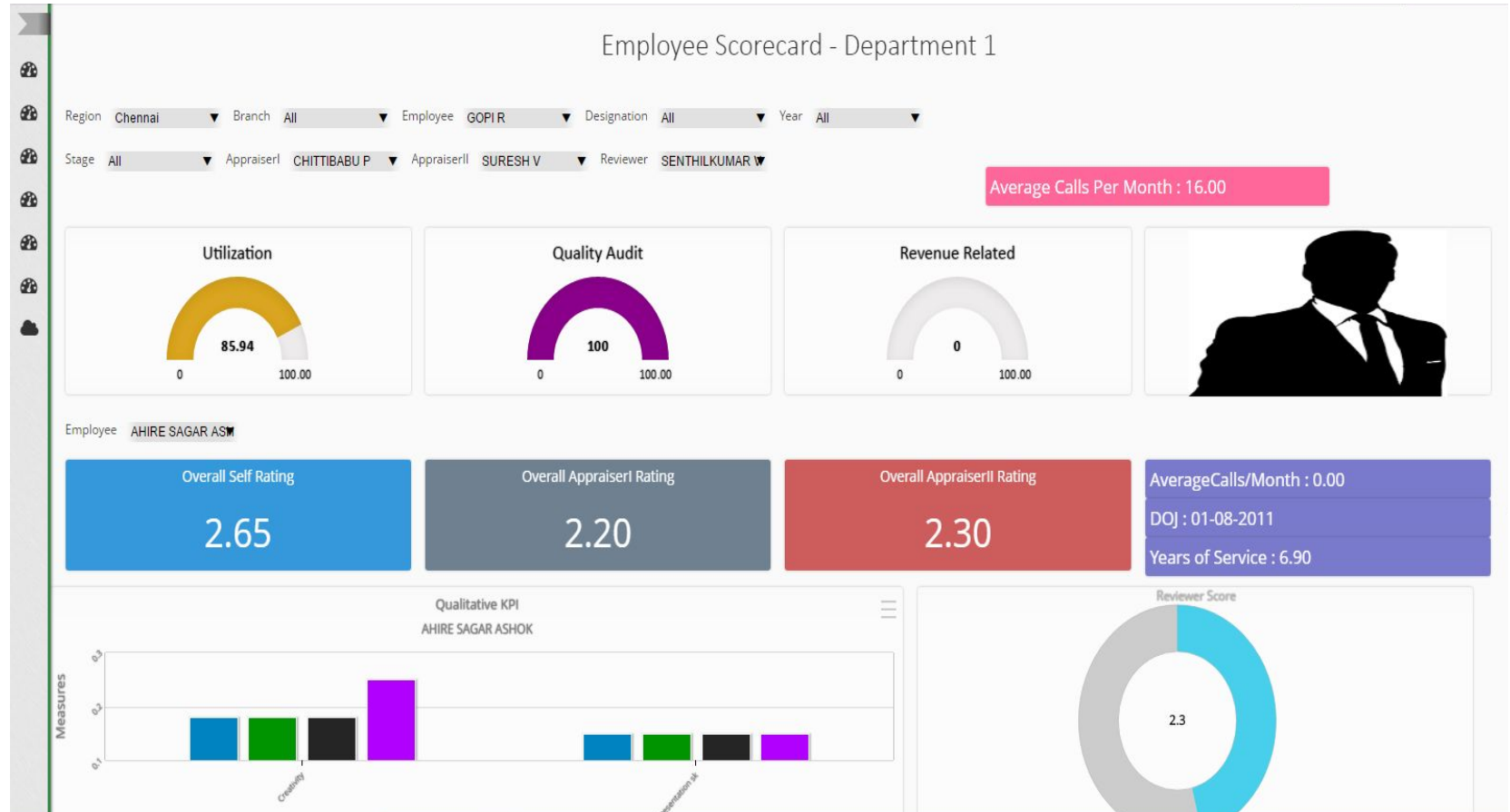
Monitor performance in real-time and drive greater human capital benefits

Always-on monitoring of systems and processes to ensure ease of risk management and decision-making

Create an organization that is dynamic, agile and receptive to change



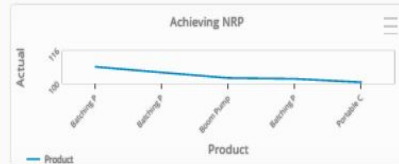
Sample Scorecards-1



Sample Scorecards-2

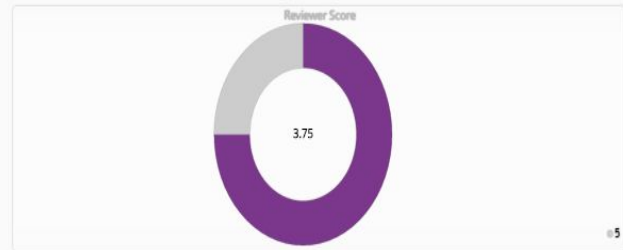
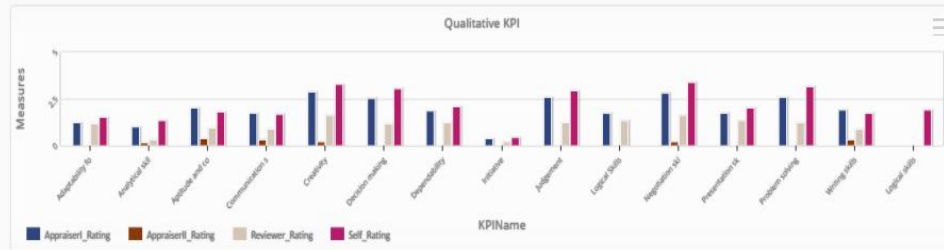
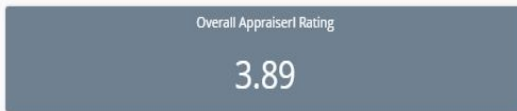
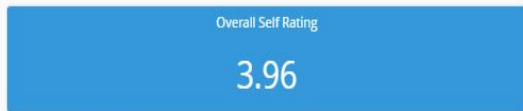
Employee Scorecard - Department 2

Region **All** Branch **All** Employee **All** Designation **All** Year **All** Stage **All**
 AppraiserI AppraiserII Reviewer



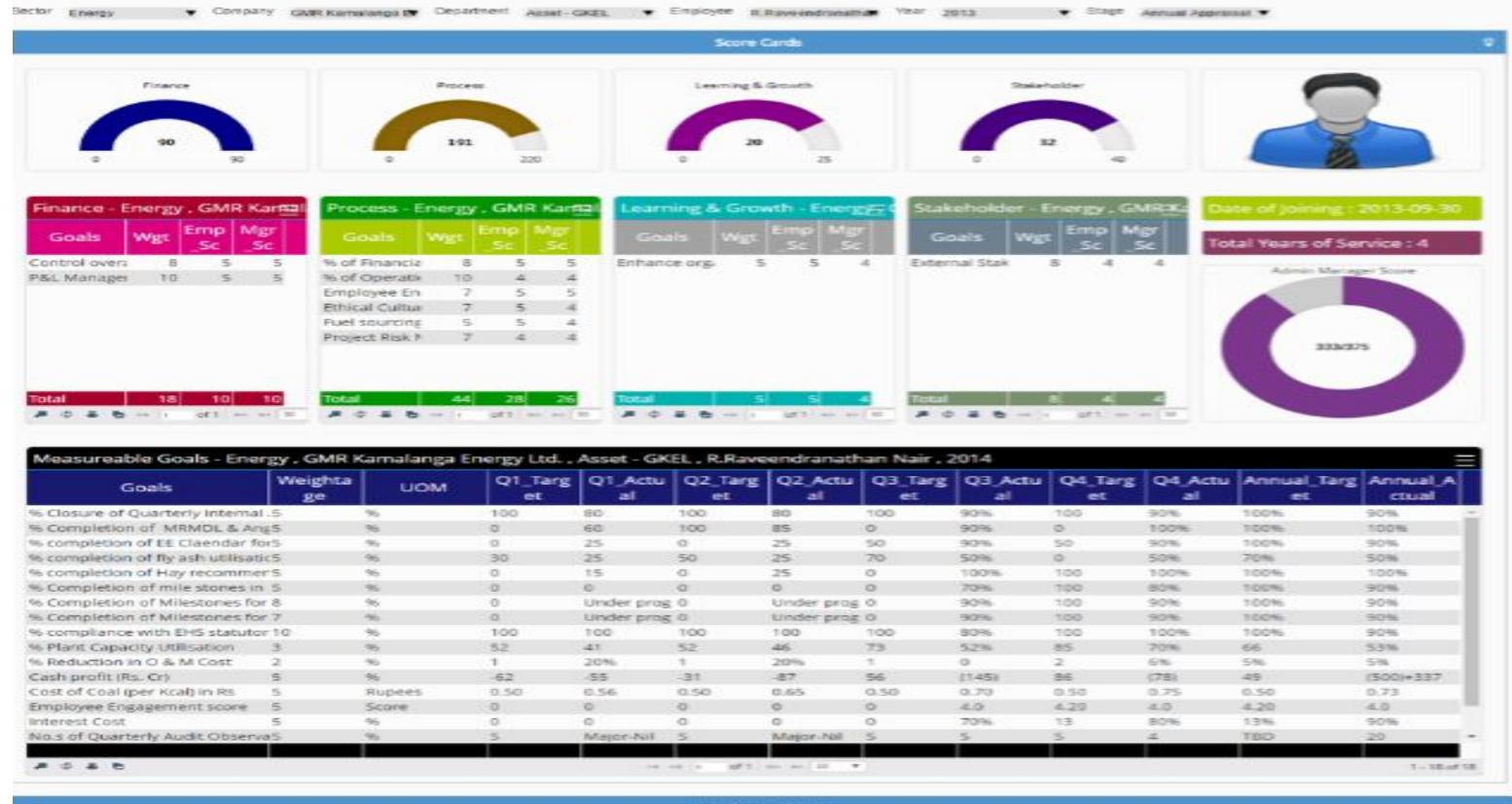
Date of Joining : 2011-6-1

Years of Service : 7.00



Sample Scorecards-3

Share



Sample OPEL Screen Shots - KPI Directory


ARUNAGIRI G  Profile 
Last Login Date : 20-03-2017 03:41:37

[Transactions](#)
[Reports](#)
[Help](#)

Year
 Half Year

















Kpi Name	Kpi Type	Weightage(%)	Specific Action	Target	Actual(%)	Suggested Score	Self Rating	Self Remarks	W.A.S
Maintain data reliability	Business	40	Development of new Database		100	4.00	4.75	New database ba	1.90
PMS input tool	Business	20	Developing the existing PMS e		100	4.00	5	System is rework	1.00
Revision letters	Business	10	Arrive eligible listt for PMS 201		100	4.00	4.99	Process complete	0.50
EIS improvements & process automation	Business	5	Develop a screen to maintain I		100	4.00	4	Employees Trans	0.20
Homenet, Employee individual webportal improvements.	Business	5	Migrated to HTML 5, UI improv		100	4.00	5	Process executec	0.25
ITMS phase II	Business	5	Discuss with IT team and finali		100	4.00	5	Phase II complet	0.25
Self-improvement and learning skills	Qualitative	5	The ability and initiative to lean		100	4.00	4.5	gain exposure in	0.23
Analytical skills	Qualitative	5	Ability to collect, gather, visual		100	4.00	5	Working in inform	0.25
Communication skills	Qualitative	5	Effective usage of verbal and r		100	4.00	4	.	0.20
									4.77

* You have already submitted

ACHIEVEMENTS

Date	Achievement	App I Remark	App II Remark	Emp Explanation
03-08-2016	VP Disbursement incorporation in EIS salary report			

Sample OPEL Screen Shots - KPI Directory

+ Add New KPI			Refresh
KPI Name	KPI Type	Department	Edit
1.STA Approval and certificate in Tamilnadu 2.RTO -Road transport certificate for new products especially 1.SLM Self loading mixer - all versions 2.Motor Graders 3.Wheel Loaders -all versions Coordinating with all state trading authority to get STA Approval in the required states	Business	P&A	 
Cost reduction projects # Indegenisation of Hydraulic Equipment in CP30 and CP46 # Replacement of existing skip ropes with alternate make skip ropes in CP18, CP30, CP45, M30Z, M1C, M1T and H1.25 # Replacement of existing 3/2 way NC valve with alternate make NC valve in CP30	Business	Design	 
1)Selection and deployment of security agency in HO, Branch office and service centres(PAN India) 2)Handling theft related incidents in HO, branch office and service centres(PAN India) 3)Handling new assignments and projects	Business	P&A	 
explore the possibilities of e-payslip to all employees To ensure the salary payments done by first day of the month Full and Final settlement for resigned employees All other documents/ employee payments	Business	P&A	 
Cost reduction (New front support with existing stock of Hollow square tube 140x140x8.8 (SI-62) in M2.25 / M2.5) (Incorporations for production easiness in M1T and M1C)	Business	Design	 
Customer special requirements (Spill Transportation for CP18C2 version and CP18 TM version / M21Z) (M1.25 Batching plant with BHS twin shaft mixer)	Business	Design	 
Supporting marketing & service for offering new /existing customer requirement - Proposal layout using special and non- standard configuration	Business	Design	 
Supporting marketing & service for offering new /existing customer requirement - Proposal layout using special and non- standard configuration	Business	Design	 



Sample OPEL Screen Shots - Effort Capture

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Masters Transactions Reports Help

Year 2016

Half Year H1

SEARCH

Refresh

Emp No	Name	Department	Self Score	App1 Score	App2 Score	Rev Score	System Suggested Score	Final ORC Score	Grade
1500	NAGESH TUKARAM DHUMMA	Strategic Sourcing	4.92	4.95		4.95	4.85		S
409	BAGIYARAJ N	Production Stores	4.9	4.9	4.93	4.93	1		S
458	TUSHAR RANJAN SAMAL	Spares Back Office	4.27	4.18	0.6	4.92	4.22		S
1293	SIVASHANKAR R	Service	4.9	4.9	4.9	4.9	4		S
1683	BISWAJIT SAMANTA	Service	4.41	4.44	4.83	4.83	4.4		S
1356	SENTHIL KUMAR P	Service	5	4.8	4.83	4.8	3.96		S
615	SATYABAN MAHAPATRA	Spares Back Office	4.22	4.15	3.61	4.76	4.22		S
598	BHASKAR D V	Projects	4.65	4.75	4.48	4.75	4		S
132	ARUN S	Planning	4.83	4.83		4.75	4.7		S
1008	GOPALAKRISHNAN S	Planning	4.69	4.73		4.73	3.75		S
875	RAJAMANIKANDAN S	P&A	4.63	4.54		4.69	4.63	4.5	S
1207	BINAY SHUKLA	Branch Stores	4.6	4.68		4.67	4		S
968	VINOD KUMAR S	Branch Stores	4.35	4.53		4.67	4		S
486	SENTHIL GANESH H	Service	4.95	4.4	4.65	4.65	4		S
408	RHIIPAI SINGH	Branch Stores	4.45	4.77		4.65	3.95		S

Our Team



GD Sharma

- 4 Decades of strategic expertise in developing people capabilities
- Mentor & Coach to CEOs of organizations of repute
- Gold Medalist - Tata Institute of Social Sciences



Senthil Sivanandam

- Expert on people development through innovative HR practices.
- Global consulting expertise on HR processes - PCMM/ 6 Sigma

Our Team



Anusha Kannan

- 2 decades of professional expertise in organizational transformational initiatives.
- Chartered Accountant coupled with expertise on latest technology platforms



Mansoor Ahmad

- 3 decades of expertise in execution focus, technology adaptation & process enhancement.
- Specialties: Performance Management, Organizational Development

Our Contacts

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