

Our ePDR System is powered by **DINAMIKS®** a cutting edge HR Software provider.



Performance Development Review

The DINAMIKS® system will automate the Performance Appraisal process and make it easier to share and update information throughout the year. The system focuses staff on the goals and objectives of the organisation thus increasing output and overall effectiveness.

Individuals also benefit from a Personal Development Plan that records progress against planned development targets.

What does the DINAMIKS ePDR do?

The ePDR system is a 100% browser-based employee appraisal solution that:

- Encourages the cascading of business goals, which aligns staff objectives with business goals
- Promotes and supports the setting of effective and measurable objectives
- Includes
 - Performance objectives
 - Development objectives
 - Competency and Company values
- Supports the regular monitoring of progress throughout the year with its in-built review meetings
- Prompts staff and managers of approaching target

dates through its automated e-mail reminders

- Ensures visibility on what staff are working on through its in-built set of analytical reports

What will DINAMIKS® do for your business?

INCREASES PRODUCTIVITY by giving you:

- Personal objectives aligned to your business goals
- Staff who are focussed on the key business activities
- Business progress measured against agreed targets throughout the year

IMPROVES EFFICIENCY by:

- Reducing paperwork and minimising effort
- Ensuring key tasks are not overlooked and are completed on time
- Giving you secure access to performance data anywhere, anytime

STREAMLINES YOUR PERFORMANCE APPRAISAL PROCESS giving you:

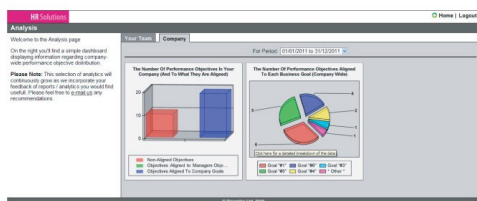
- Clear and easily accessed goals and targets
- Improved content and consistency within the appraisal process
- Clearer and less subjective output from the appraisal decisions and feedback given

Performance Appraisals

Implementation

Implementation is fast and simple as there is absolutely no software to install and therefore no impact on hardware.

After the initial configuration users can gain access to the system via a secure web connection, allowing staff and management to access their performance appraisals from any PC with an internet connection 24 hours a day, 7 days a week.



Benefits of DINAMIKS®

Developing Staff

- Helps you to identify high performers and those requiring development support.
- Allows each individual member of staff to have a tailored Personal Development Plan.
- Helps you to identify skills shortages across the organisation and address them in the most efficient way possible

Aligning Staff with Business Needs

- Workforce have clear responsibilities and targets.
- Feedback on performance is given regularly and accurately.
- Staff are able to track their own performance and development at any time of the year

Reducing Costs

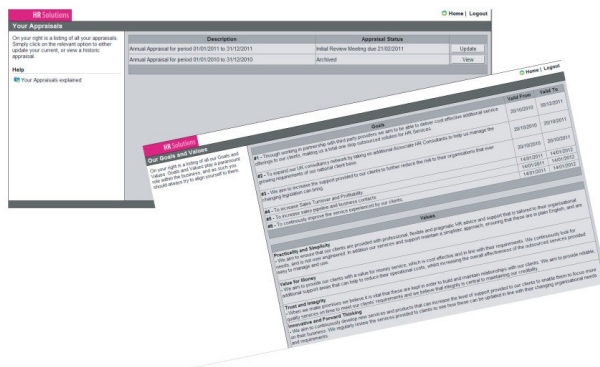
- Dramatically reduces paper based procedures.
- Acts as a centralised database of all employee appraisal-related information, eliminating costly time previously spent on going through paper-based records.

Improving Efficiency

- Supports the attainment and retention of Investors in People (IIP) and support of compliance regimes. Throughout wizards it assists staff to consistently apply appraisal best practice.
- The capturing of evidence of work progress throughout the year allows pro-active action to be taken to address potential problems before they occur.

Improving HR Processes

- Through industry best-practices it ensures that the efforts of the workforce are aligned with the goals of your business.
- Enables you to continuously monitor and measure the performance of individuals.
- Automated email prompts of target due-dates reduces missed dead-lines



Next Steps:

Please contact a member of our team for more information on 01536 484 552 .

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