



COMPETENCY MANAGEMENT

- Support hierarchical competency management
- Create competencies and competency ratings
- Import off-the-shelf competency libraries
- Enable competency acquisition either through assessment, by learning or with a combination of both
- Link competencies to learning modules to identify recommended training
- Specify course proficiency level within a competency
- Specify course expiry date and renewal period within a competency
- Automatic revocation of competency upon course expiry or course revision update

JOB PROFILES

- Map a particular set of competencies to a job profile
- Set target ratings for each competency within a job profile
- Build job profiles to include both current and future roles
- Search for employees with the competencies required for a particular job profile
- Automatically import job profile competencies into assessments or performance appraisals
- User search capability based on job profile or competency as a criterion

COMPETENCY ASSESSMENTS

- Competency assessments to identify skill gaps and generate recommended training
 - Assess against each employee's job profile
 - Assess against a particular set of competencies
 - Assess against competencies chosen by the employee's manager at the start of the assessment
- Enable self, manager and multirater competency assessments
- Multirater assessments with rater types including supervisors, peers and subordinates provide a full 360-degree assessment
- Keep rater responses anonymous for reporting purposes
- Managers or employees can select raters to contribute to multirater assessments
- Detailed assessment reports to facilitate assessment discussions, development planning and coaching
- Automatically recommend development activities to close gaps to meet job proficiency levels
- Managers can manually assign development plans and tasks and tie them directly to a particular competency for an employee

GOAL MANAGEMENT

- Support hierarchical goal management
- Encourage alignment of employee goals with corporate goals
- Learning-linked development goal management
- HR practitioners can assign and lock goals to employees
- Designed to enable SMART goals (Specific, Measurable, Actionable, Realistic, Timely)
- Support for manager-defined and shared goals
- Show real-time progress on individual and organizational goals
- Encourage managers and employees to work together to review, measure and update goals throughout the year
- Support an on-going dialogue between managers and employees
- Facility to report on the progress of goals at each organizational goal level

PERFORMANCE APPRAISALS

- Designed for HR professionals to change (edit, add or delete) performance review forms
- Set appraisal participants and workflow
- Allow multiple concurrent performance reviews
- Support annual, mid-year and project-based performance appraisals
- Can include future goal planning, competency assessments, a personal development plan and questionnaires
- Incorporate multiple rating scales within a performance review
- Automatically calculate overall performance scores based on the weighting of results from different appraisal sections (goals, competencies, etc)
- Support manually calculated performance scores
- Electronic signature, audit trail and archiving of final reviews
- Emails/messages generation within performance review process i.e. overdue, reminder, not completed, etc.

PERFORMANCE ANALYTICS

- Give managers and HR professionals access to summarized performance and competency scores
- Provide real-time progress on individual and organizational goals
- Built-in reports save time and optimise the use of performance information
- Provide information by organization, location, department and team to allow better decision-making by managers and HR professionals
- Dashboard reports including; Overall Appraisal Rating, Average Performance Appraisal Rating; Overall Goal Status; Personal Goal Completion; Goal Alignment; etc

- On-screen drill down review on a direct report's profile with compliance status, validity dates on associated competencies and courses

CAREER AND SUCCESSION PLANNING

- Identify employees who possess the competencies required for a given job profile
- Potential candidate profiling with employment information such as education history, work history, etc.
- Initiate a competency assessment to compare or confirm potential candidates
- Highlight where candidates require further development to help extend the available talent pool
- Provide competency-based employee development and career plans, focused on both current and future job positions
- Allow employees to identify their individual strengths and weaknesses compared to their existing or targeted positions
- Enable organizations to configure and introduce multiple choice questions related to "Promotion Potential" and "Risk of Leaving" as part of performance appraisals. Using ratings tied to these answers, NetDimensions Performance can automatically plot 9-Box reports and provide managers and HR administrators with the performance and potential details of their staff in a clear and intuitive manner.

SYSTEM REQUIREMENTS AND SPECIFICATIONS

CLIENTS (ALL USERS AND ADMINISTRATORS)

HARDWARE / SOFTWARE

Any computer running Internet Explorer 7.0 or above, as well as Firefox, Safari 2.0 or above, and Google Chrome.

SERVERS

OPERATING SYSTEM

NetDimensions Performance supports the following platforms: Windows Server 2012, Windows Server 2008, Windows Server 2003, Solaris 7 or above, Red Hat Linux, SUSE Linux with minimum 128 MB memory.

REQUIRED DISK SPACE

NetDimensions Performance requires a minimum of 500MB of disk space. Database and course files may require additional disk space that is dependent on the number of active users on the system.

DATABASE

NetDimensions Performance ships with SQL Server 2005. Other supported databases include Oracle 10g or above, MySQL 5.0 or above.

WEB & APPLICATION SERVER

NetDimensions Performance is bundled with, and will install with Apache/Tomcat configuration. Other supported Web/Application servers include Jetty 4.x+ Resin 2.18+, Orion 2.0.2+, BEA Weblogic 8.1 SP3 with Servlet API 2.3 or any other servlet engine that supports servlet API 2.4.

NetDimensions Performance is 100% Java-based and runs on any system with Java Virtual Machine 1.6 or above.

- NetDimensions Performance runs on servers with multiple CPUs, including SMP Unix systems.
- NetDimensions Performance also supports multiple physical systems in clustered, load balanced configurations.
- NetDimensions Performance is available as behind-the-firewall installation as well as private SaaS.

NETDIMENSIONS PERFORMANCE SUPPORTS THE FOLLOWING LANGUAGES:

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|---------------------------------------|-------------------|-----------------------|----------------------|
| ■ English (US) | ■ Czech | ■ Hungarian | ■ Russian |
| ■ English (UK) | ■ Danish | ■ Indonesian (Bahasa) | ■ Serbian |
| ■ English (Canada) | ■ Dutch | ■ Italian | ■ Slovakian |
| ■ Arabic (Saudi Arabia) | ■ Estonian | ■ Japanese | ■ Slovenian |
| ■ Arabic (UAE) | ■ Filipino | ■ Korean | ■ Spanish (Europe) |
| ■ Bosnian | ■ Finnish | ■ Malay (Bahasa) | ■ Spanish (Columbia) |
| ■ Bulgarian | ■ French (Canada) | ■ Norwegian | ■ Spanish (Mexico) |
| ■ Simplified Chinese (Mainland China) | ■ French (Europe) | ■ Polish | ■ Swedish |
| ■ Traditional Chinese (Hong Kong) | ■ German | ■ Portuguese (Brazil) | ■ Thai |
| ■ Traditional Chinese (Taiwan) | ■ Greek | ■ Portuguese (Europe) | ■ Turkish |
| | ■ Hebrew | ■ Romanian | ■ Vietnamese |

Contact us today to learn more about how NetDimensions' enterprise solutions can help manage your organization's performance, knowledge and learning initiatives.