



CEM Performance Management System

CEM Performance Management System develops individual goals derived from the organization's goals. It has planning, goal setting, review, and evaluation. It can be used for employees, contractors and even for sports' personnel. The evaluation period can be set as monthly, quarterly or annual. The system sends status & progress reports on a weekly basis. Reports and dashboards are available to view the 360-degree performance.



+1 (201) 391-5345

info@cembs.com

www.cembs.com



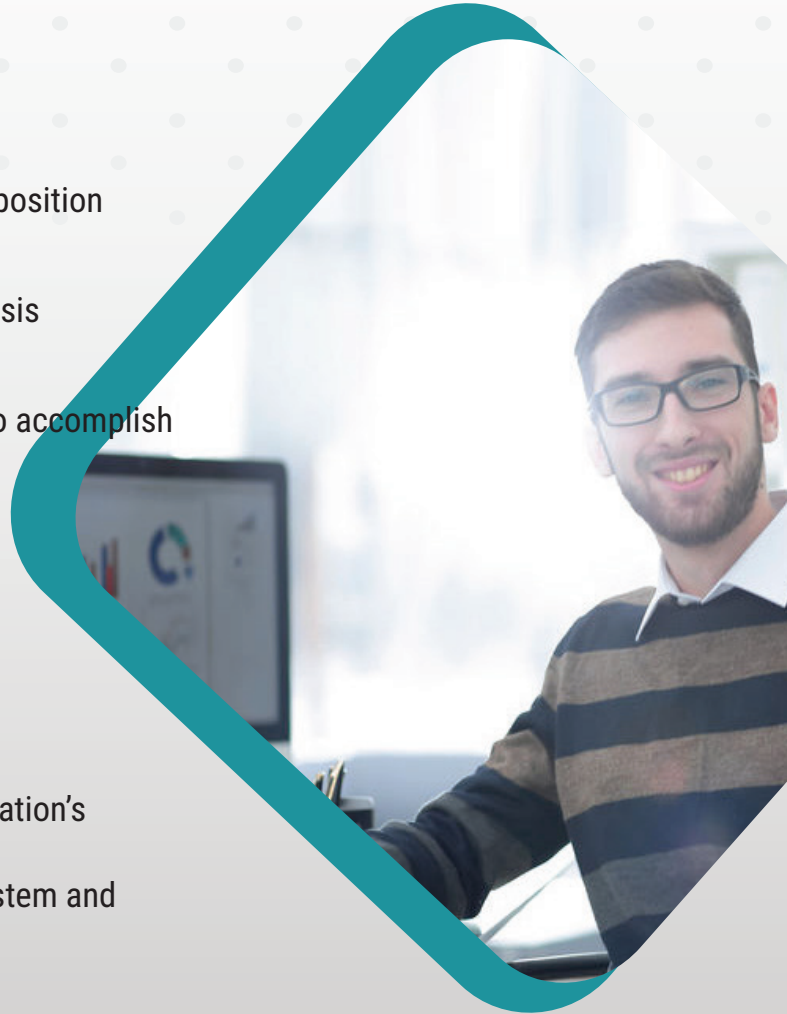
Challenges

- Lack of Credibility
- Lack of Established Goals
- Lack of Clear Strategy
- Lack of alignment
- Failure to define skills necessary to be successful in a position
- Failure to measure progress & Consistency
- Failure to hold strategy review sessions on a regular basis
- Failure to adapt to changing circumstances
- Not giving your team the necessary authority or tools to accomplish their jobs
- Not rewarding and motivating good performance



Solutions

- Set goals – individual & job goals based on the organization's objectives
- Employee and manager review with a custom rating system and weightages
- Customizable workflow-based appraisals
- Totally automated Performance process
- Regular Evaluation period
- Effective Self-Service Portal to review performance






Features

- Configurable appraisal and planning periods
- Employee and manager review with a custom rating
View and analyze deviation/variation
- View performance and track appraisal review through history dashboard
- Comparative reports
- Alerts and e-mail reminders
- ESS driven



Benefits

- Improved communication
- Predefined goals
- Accurate feedback
- Improved performance
- Increased Efficiency
- Identify talent and empower leaders

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