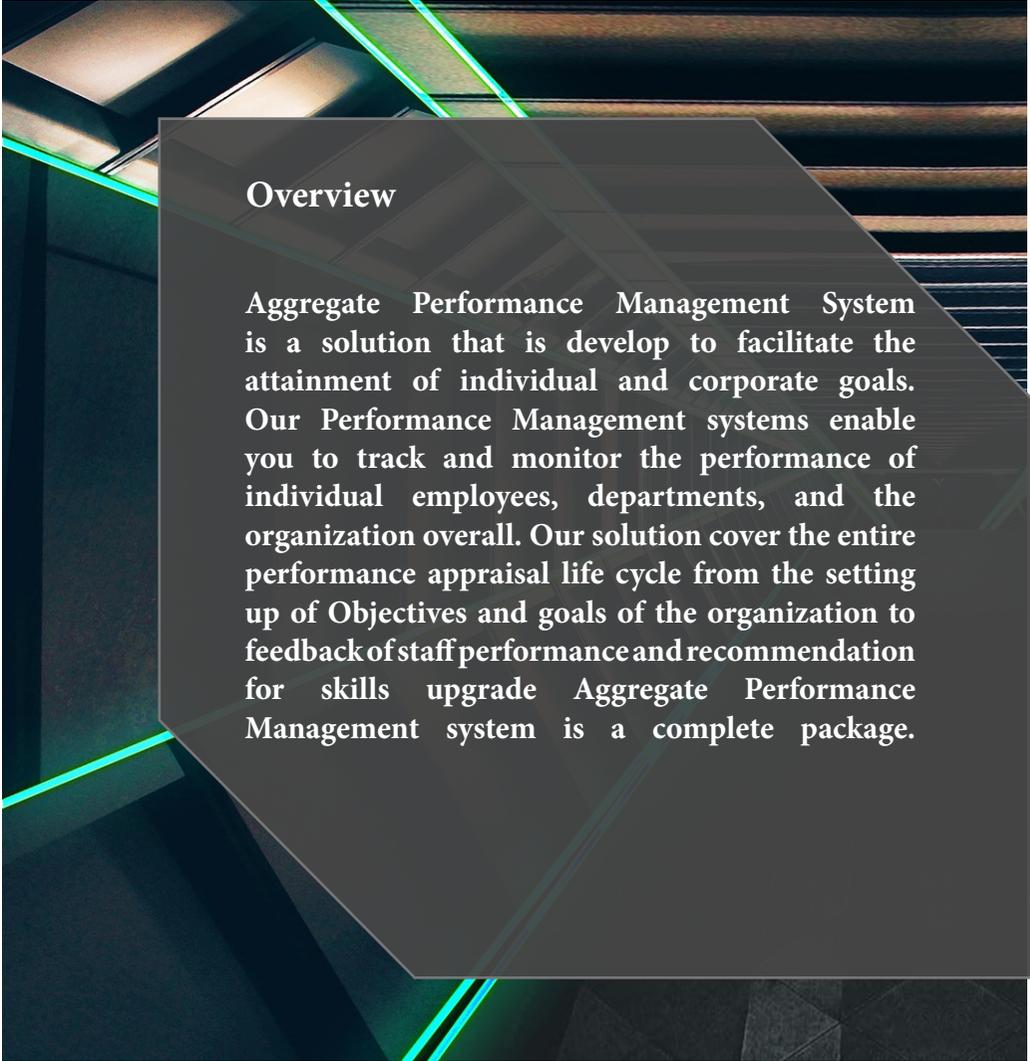


# Performance Management System

 Address: No 18 Usman Sarki Crescent Utako, Abuja  
 Phone Number: 08037878962  
 Website: [www.aggregatesolution.com](http://www.aggregatesolution.com)

 **Performance Appraisal**

 **Competencies**



## Overview

Aggregate Performance Management System is a solution that is developed to facilitate the attainment of individual and corporate goals. Our Performance Management systems enable you to track and monitor the performance of individual employees, departments, and the organization overall. Our solution covers the entire performance appraisal life cycle from the setting up of Objectives and goals of the organization to feedback of staff performance and recommendation for skills upgrade. Aggregate Performance Management system is a complete package.

## PMS FEATURES

Aggregate Performance Appraisal System is a solution built on the framework of the Balance scorecard. Our solution can help organization to

-  Communicate what they are trying to accomplish
-  Align the day-to-day work that everyone is doing with strategy
-  Measure and monitor progress towards strategic targets

The Aggregate Performance Appraisal System is designed to be a year appraisal between the employees and their supervisors in the planning, monitoring and measurement of performance.

The solution is design to measure performance along two dimensions as listed below:

- ✓ Performance Appraisal
- ✓ Competencies

## Performance Appraisal

This measure the attainment of key performance indicators (KPI) and targets linked with the organization's strategy along the following strategic perspectivesw:

 **Financial:** often renamed Stewardship or other more appropriate name in the public sector, this perspective views organizational financial performance and the use of financial resources

 **Customer/Stakeholder:** this perspective views organizational performance from the point of view the customer or other key stakeholders that the organization is designed to serve

 **Internal Process:** views organizational performance through the lenses of the quality and efficiency related to our product or services or other key business processes  
Organizational Capacity (originally called Learning and Growth): views organizational performance through the lenses of human capital, infrastructure, **technology, culture and other capacities that are key to breakthrough performance**



# Competencies

This dimension of the performance appraisal measures the extent to which the jobholder exemplifies behaviors required of the organization's staff. These are split into 3 classes as follows:

- ✓ Shared Competencies
- ✓ Leadership Competencies
- ✓ Functional Competencies

The Aggregate Performance Appraisal System consist of Three (3) main parts:

[ Goal Setting ]

[ Evaluation ]

[ Appraisal ]

Aggregate Performance appraisals system is designed to enable supervisors know what their team members are doing within the appraisal period, by evaluating their performances and also give them correct feedbacks so that they know where they are lacking and work on their shortcomings. The employee state their key achievements based on the target/goals expectation set at the beginning of the appraisal period, while the supervisor gives feedback, stating areas for development/improvement.

## Performance Appraisal conflict/ dispute resolution

This system is built such that at the end of the appraisal period, when the employee receives the result of the appraisal from his supervisor, the employee is allowed to contest this appraisal scores, if he feels it is not justifiable. We know that appraisals sometimes have areas that are subjective and may introduce some elements of biasness in the process. To forestall this type of incident jeopardizing the goals and objectives of performance appraisal in the organization, we have designed our system in such a way that the performance result obtained when contested can be reviewed by a third party. Our system can be set up such that on contesting the appraisal result, it would default either to the Human Resource department or to the supervisors Boss for review. This mechanism would put supervisors in check for utilizing the appraisal system for scores settlements with their subordinates.