

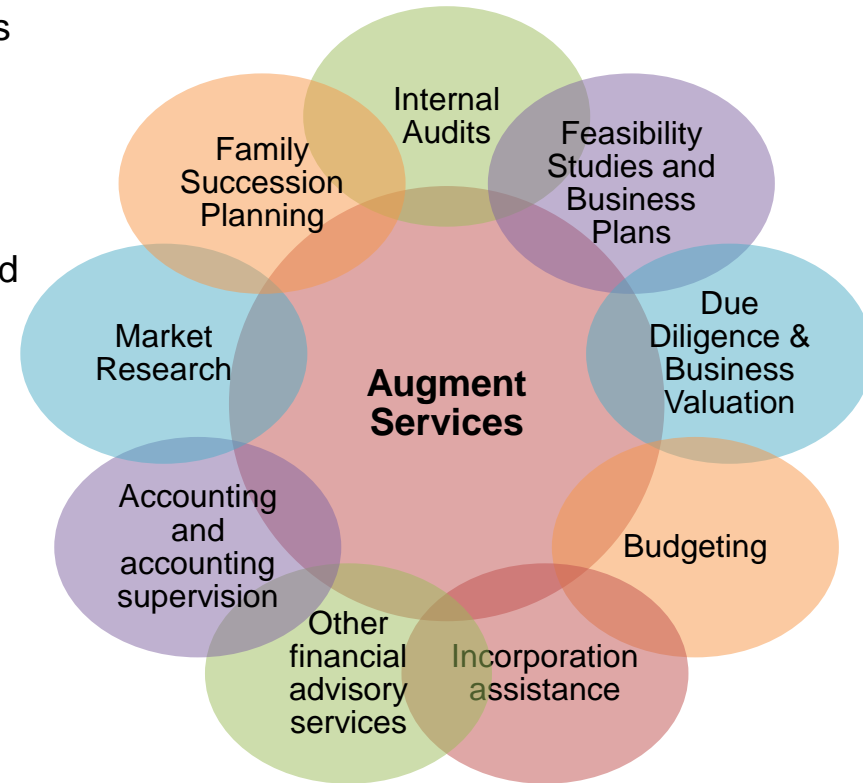
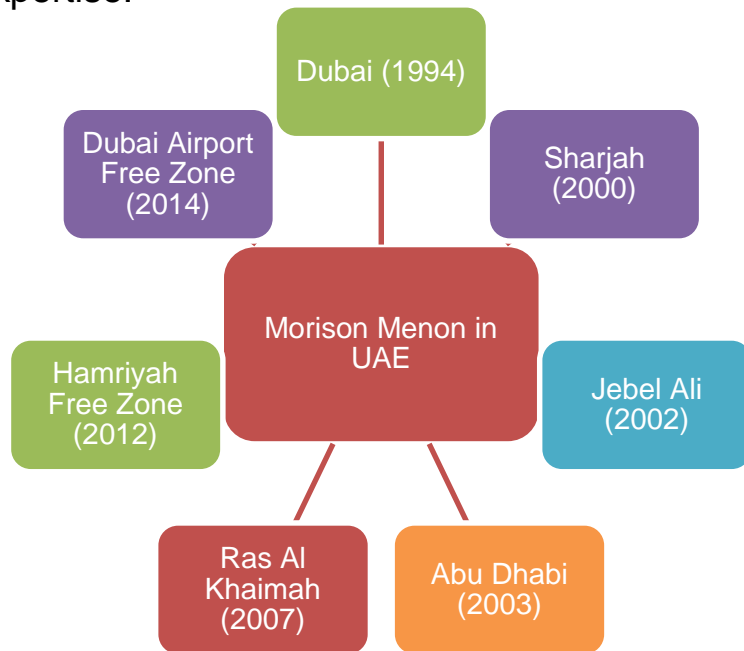


assuring **augmented** growth

EMPLOYEE PERFORMANCE APPRAISAL SERVICES

About Augment Management Consultancy

- Associate of Morison Menon Chartered Accountants
- Drawing on the tremendous business insights of its parent company Augment redefines the field of business consultancy with three compelling value propositions: Unmatched domain knowledge, refined global perspective and in-depth professional expertise.



- Focused on positive business outcomes, Augment delivers the full spectrum of business consultancy services that enables clients to make informed decisions and unlock their true potential.

Employee Performance Appraisal

- Employees are the back bone of any organization and highly motivated and engaged work force contribute to the organization's success through sustained growth. Employee rewards as an outcome of performance appraisal tends to be a stumbling block for many organizations. An effective performance appraisal system built around a scientific approach for employee management is the solution to this problem.
- We provide our clients manage and execute performance appraisal professionally and our involvement brings forth an independent third eye to the entire appraisal process. We provide customized solutions on performance appraisal right from implementation through execution.

ISSUES FACES BY CLIENT

- Best employees are leaving the organization
- Employees complain they are not paid according to their performance
- Highly paid staffs at the top and not productive enough
- Old employees are not placed in the right roles
- Management not able to set right targets and responsibilities

REASONS

- Roles and responsibilities are not fixed
- Performance targets are not set
- Employees lack visibility on growth plan
- Goal setting and performance tracking against goal is not performed
- Performance monitoring process not in place
- Scientific Performance appraisal process not implemented
- Performance appraisal not done effectively

Employee Performance Appraisal

APPRAISAL PROCESS:

❑ Execute Performance Appraisal

- Goal setting
- KPI - capture data
- Mid-year self appraisal
- Annual self appraisal
- Data validation
- One to one review
- Appraisal
- Finalization

WHAT WE CAN DO AS INDEPENDENT APPRAISERS:

- ➡
 - Capture and analysis data
 - Execute appraisal plan as per calendar
 - Execute evaluation
 - Derive results
- ➡
 - Capture and analysis data
 - Execute appraisal plan as per calendar
 - Execute evaluation
 - Derive results

OTHERS STEPS IN APPRAISAL PROCESS:

❑ Implementing Appraisal Process

- Defining the process
- Implementing the infrastructure (Automated or Manual)

WHAT WE CAN DO:

- ➡
 - Develop Appraisal process
 - Implement Performance Appraisal System and Software
- ➡
 - Review the existing process
 - Evaluate and design changes
 - Implement changes

❑ Streamlining and continuous improvement

- Suggest changes
- Implement changes
- Continue monitoring