

Product Datasheet

Employee Performance Management Solution

Jakoba Software's Employee Performance Management solution replaces paper and e-mail based employee review processes with a simple application. Automatic reminders and electronic document routing help managers and employees complete evaluations on time. And, at the end of the process, all of the employee review ratings are automatically calculated and aggregated eliminating the additional work and potential mistakes from re-keying scores into another application.

According to well-known analysts, the Hacket Group, the average company can deliver a nearly 15% improvement in net earnings with the people they already have by improving employee performance management.

A Seattle-area manufacturer estimates that it replaced more than 4,500 pages of static review forms with Jakoba's automated system, saving more than 500 hours of time spent completing reviews. Human resources reduced their level of effort by 88%, and the system paid for itself in the first 45 days of use.

The Jakoba Employee Review Process



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Be aligned

Using Jakoba's best practices framework, every employee goal is directly associated with department and company goals. Aligning, motivating, and measuring the whole organization results in tremendous returns in productivity, employee engagement, and reduced turn over.

Be safe

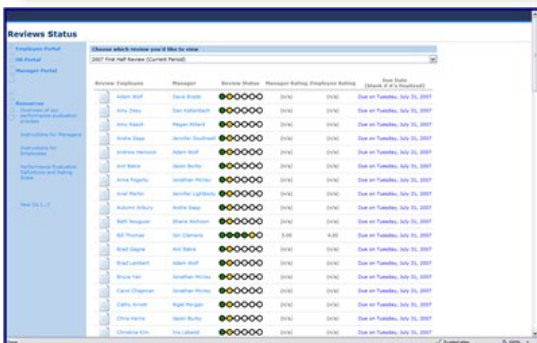
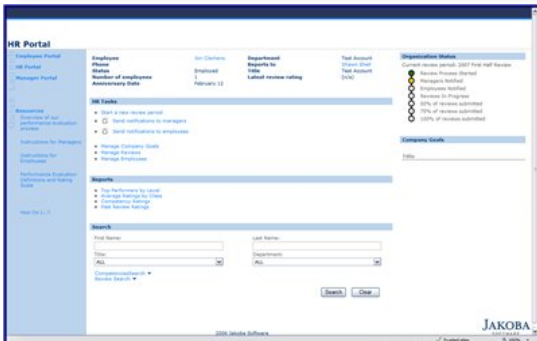
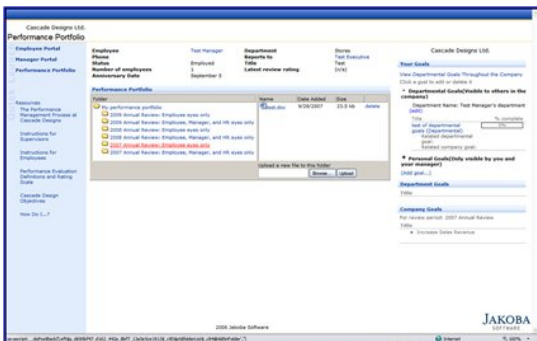
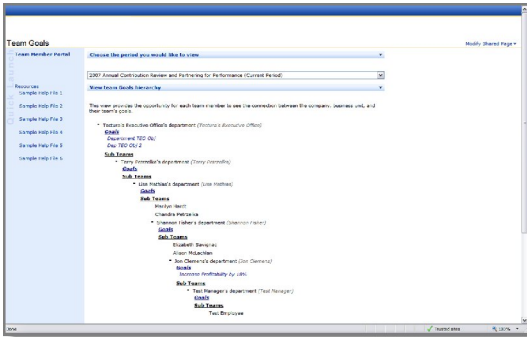
Wrongful termination lawsuits are won by the employee two thirds of the time and jury awards average \$600,000. Proper documentation is the key to protecting the company. Use the built-in performance portfolio to track great and not-so-great feedback on employees.

Be productive

Jakoba's solution is built to be intuitive and familiar. It is easy to install, easy to configure, and easy to use. This means your employees and managers can begin enjoying the benefits with minimal delay, and your training costs are minimized.

Be efficient

Document routing, reminders, and calculating overall employee scores all happens automatically, significantly reducing time required to complete quality reviews throughout the company.

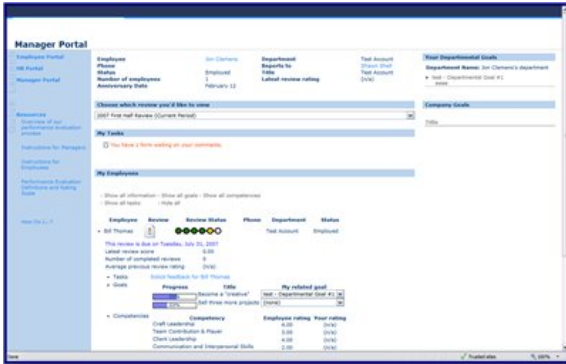


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Be informed

Powerful reporting tools give managers, human resources, and executives insight into how the review process is going at an aggregate, team or individual employee level. In addition, the built-in reporting tools can be used to identify skill gaps or talent hidden in the organization, enabling you to make sure training and recruiting dollars are maximized and that you can get the right people on the right project at the right time.



Be engaged

70% of US employees say they feel either “not engaged” or “actively disengaged” at work, according to a recent survey by the Gallup Organization. Engaged employees are 51% less likely to leave a company. Helping employees achieve their goals and grow professionally reduces turnover and the associated costs.



Be yourself

The system is flexible and can be modified to reflect your company’s standard review forms if you wish.



Call today to learn more or schedule a 20-minute product demonstration.

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