

As part of Kenexa 2x™, our Integrated Talent Management solution, Kenexa 2x Perform™ is a powerful application featuring:

- Goal Management
- Performance Management
- Multi-Rater Assessments
- Competency Management
- Personal Development
- Career Management
- Succession Management

2x Perform allows you to increase performance and efficiency, improve engagement and retention, align goals, people, strategies and data, and leverage talent data to make strategic workforce decisions.

2x Perform

Kenexa 2x™ Overview

Kenexa 2x™ is a cutting-edge application management environment, featuring powerful and flexible modules that enable tailored delivery of Integrated Talent Management. Our applications are unified through common services. This allows our customers to have access to continuous upgrades, expert functionality and streamlined customer support for single point solutions or across multiple Kenexa applications. Kenexa 2x features:

- *Unified Talent Record:* Enables organizations to leverage a single talent record across recruiting, onboarding, performance management, career development and succession planning to maximize the impact of Integrated Talent Management initiatives
- *Dashboards:* Provide users with customizable dashboard views
- *Reports:* Real-time reports and ad-hoc reporting tools that enable robust analysis across multiple talent management functions
- *Integration Management:* Allows for seamless integration with other HR, enterprise and external third-party applications, using powerful embedded tools and technologies
- *Configuration and Localization:* Helps users quickly and easily develop and deploy unique screens, reports and workflows in multiple languages

Features

Goal Management

This module enables organizations to create effective goal alignment by communicating company strategies and directing employees in establishing goals that align with these strategies. Goal Management provides powerful tools for employees to set specific, measurable, achievable, realistic and timely goals. By supporting multiple and unlimited goal plans with unique settings and workflows, this module also features a compelling user interface with end user configuration flexibility.

Performance Management

This module allows employees and managers to create well-defined, well-documented and unbiased appraisals of employee performance. Configure review forms and workflows to match organizational needs. With the ability to provide an environment for year-round, real-time feedback, Performance Management also identifies high performers and opportunities for ongoing development. This 2x module also features:

Rating Calibration Support: With innovative tools to calibrate ratings across the organization, you can guide managers in providing standardized reviews that streamline the review and rating process.

Enhanced Coaching Tools: Enhance performance feedback with rater coaching tools, comment helper and legal scanning tools.

Enhanced Forms and Configurations: Receive support in creating disciplinary forms such as Performance Improvement Plans, quarterly and mid-year reviews, and upload required documents.

Multi-Rater Feedback: Conduct multi-rater feedback assessments to integrate with performance management appraisals and identify potential talent in the organization.

Development Management

This functionality enables employees and managers to identify specific development plans aimed at meeting organizational, project and performance goals, filling competency gaps, and addressing areas of personal development.

Career Management

This functionality enables employees and managers to identify career aspirations and work toward achieving these goals. Through coaching and mentoring, a competency library and development tools, Career Management enables both employees, mentors and managers to define career paths, implement specific development plans and track the progress of those plans:

The Competency Library: Provides a pre-defined set of core competencies and the ability to use available resources as an integral part of individualized development plans.

Flexible Workflows and Compelling User Interface: Supports workflows based on the employee/manager hierarchy, project managers, career coaches or talent managers, and provides a compelling user interface with extensive configurability.

Competency Management

This functionality enables employees and managers to select, add, edit and identify the specific competencies required to meet the requirements of a job, meet specified goals, improve performance and develop toward a specific career role.

Competency and Resource Library: The enhanced Competency Library provides the ability to attach specific competencies to a job or an employee, and use available resources as an integral part of individualized development plans.

Succession Management

This module helps organizations prepare for the future by emphasizing high priority positions that align with workforce planning. By developing internal talent, Succession Management increases internal mobility, improving overall employee engagement within the organization.

Org Charting: With flexibility to change and expand views, and drag and drop content, users have flexibility to create tailored organizational charts with customizable information.

Advanced Searching: Using flexible and complex criteria, users can enhance their search ability to identify qualified successors in the organization.

Succession Pools: Leverage “Hot List” capabilities to support succession pools available in the organization.

Proactive Sourcing: Managers have the ability to request recruiters to proactively source positions for high risk positions from both internal and external candidates.

Workflow and Approval Process: Use powerful workflow and approval processes that allow administrators to share and receive feedback, and approve succession plans.

Vacant Positions: Managers can request requisitions for vacant positions to easily and effectively manage the succession planning process.

Benefits

- Increase efficiency through automation, alignment and visibility
- Improve performance through objective, constructive, real-time, ongoing feedback and coaching tools
- Increase engagement and employee satisfaction through alignment, communication, careerpathing, targeted development and coaching
- Improve retention of top performers and high potentials through development and career planning, mentoring, improved talent mobility, and proper compensation and recognition
- Enhance alignment of goals, people, strategies and data
- Create better risk management through talent assessments, succession planning and risk assessments
- Allow for better succession planning through visibility of current and future needs versus current talent assessment and career aspirations
- Leverage talent data to make strategic workforce decisions across the organization
- Ensure legal compliance by standardizing and documenting performance management processes, and aligning compensation to performance
- Reduce time and costs through automation and standardization

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.