

Kenexa CareerTracker[®]

for Performance Management

Kenexa CareerTracker[®] for Performance Management is a powerful automated system that supports the performance appraisal process while encouraging individual and organizational development. Kenexa CareerTracker is available as a total solution including performance appraisals, cascading goals, pay for performance and development planning to support organizational alignment that encourages comprehensive performance management.

Features

Objective Alignment

Kenexa CareerTracker automates the process of objective management by aligning individual objectives to the overall corporate strategy, specific business unit objectives or job specific competencies. Managers can review their team's objectives and approve or decline as necessary. Managers can also distribute strategic objectives to their team for consistency.

Performance Evaluations

Kenexa CareerTracker flexible architecture allows for easy configuration of performance reviews and workflows so organizations can maintain their existing processes. To assist managers in the completion of performance reviews, Kenexa includes writing and rating assistants to ensure the objectivity of the process. This removes any confusion and eliminates biased ratings and comments.

Streamlined Development Planning

Kenexa CareerTracker makes it easy for users to create development plans based on the strengths and opportunities that are identified using specific assessments including performance evaluations.

Resources such as Sample Action Steps and Activities can be assigned to each development item for improvement.

Pay-for-Performance

Based on the compensation plans (salary, bonus, equity), rules and merit matrices, the system provides recommendations to support pay-for-performance. Compensation can be automatically allocated based on these rules, employees' performance and other criteria.

Compensation managers can allocate budgets to all managers within the system, while Budget Status Reports provide information about how the budget is being utilized by different managers in the organization.

Globalization

Kenexa CareerTracker supports specific, localized language capabilities that further enhance usage on a global scale. This includes both single and double byte character languages as well as multiple currencies by country.

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.

Benefits

- Engage and empower employees
- Reduce administrative costs by automating performance management process
- Ensure legal compliance by standardizing performance management processes
- Align compensation directly to performance

