FIGURE 1

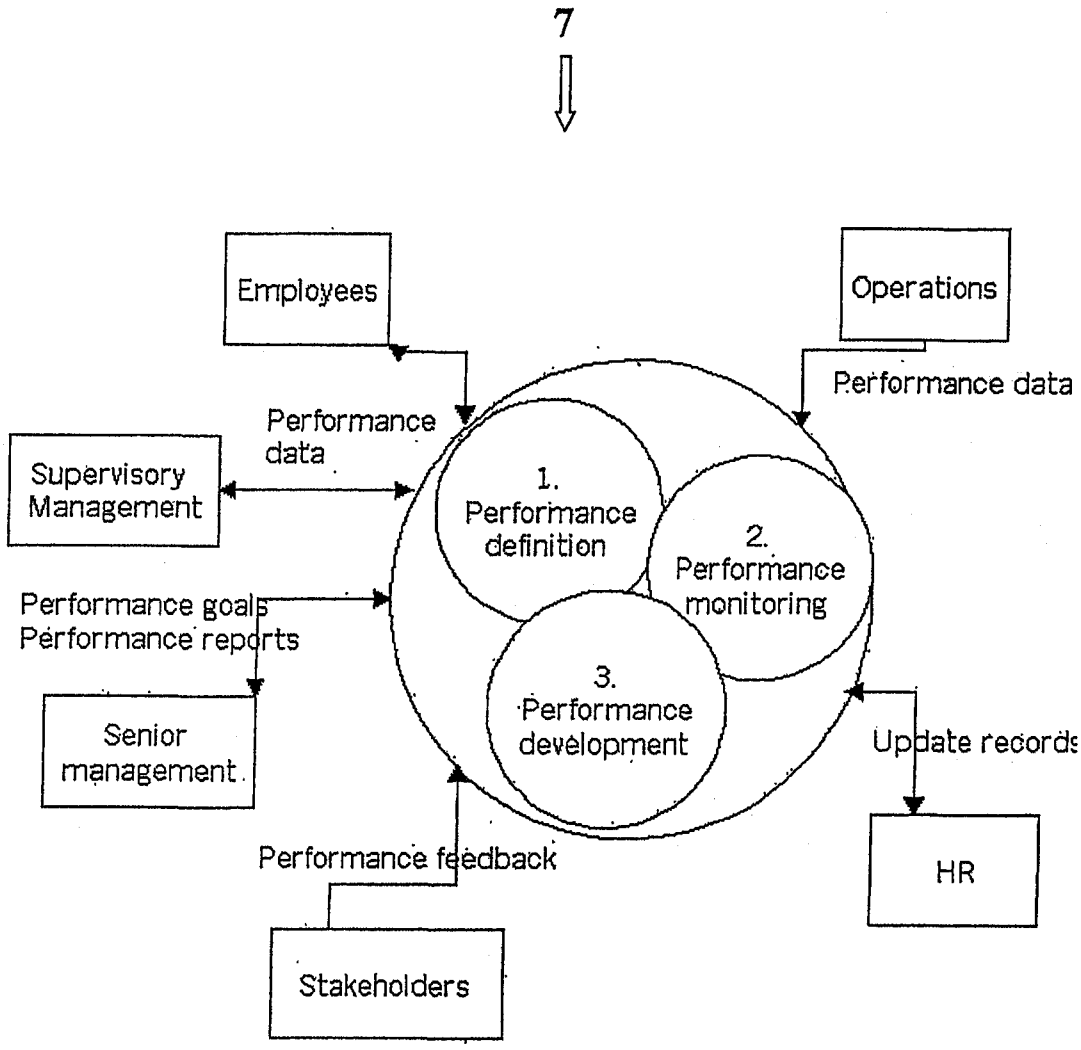

7
Employees
Operations
Performance data
Performance data
Supervisory Management
1. Performance definition
2. Performance monitoring
Performance goals
Performance reports
3. Performance development
Senior management
Update records
HR
Performance feedback
Stakeholders

FIGURE 2

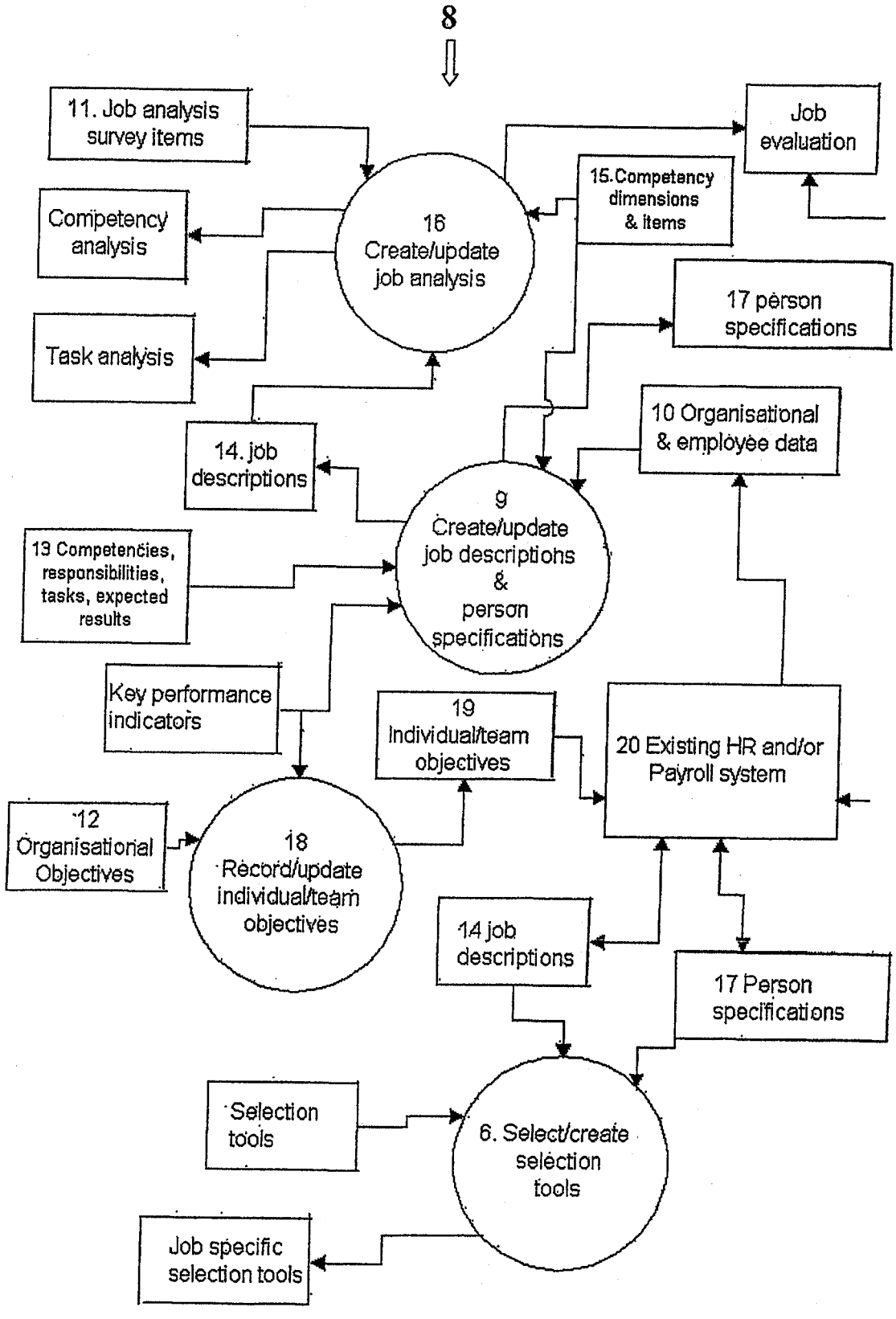

8
11. Job analysis survey items
Job evaluation
15. Competency dimensions & items
Competency analysis
16 Create/update job analysis
17 person specifications
Task analysis
10 Organisational & employee data
14. job descriptions
9 Create/update job descriptions & person specifications
13 Competencies, responsibilities, tasks, expected results
Key performance indicators
19 Individual/team objectives
20 Existing HR and/or Payroll system
12 Organisational Objectives
18 Record/update individual/team objectives
14 job descriptions
17 Person specifications
Selection tools
6. Select/create selection tools
Job specific selection tools

FIGURE 3

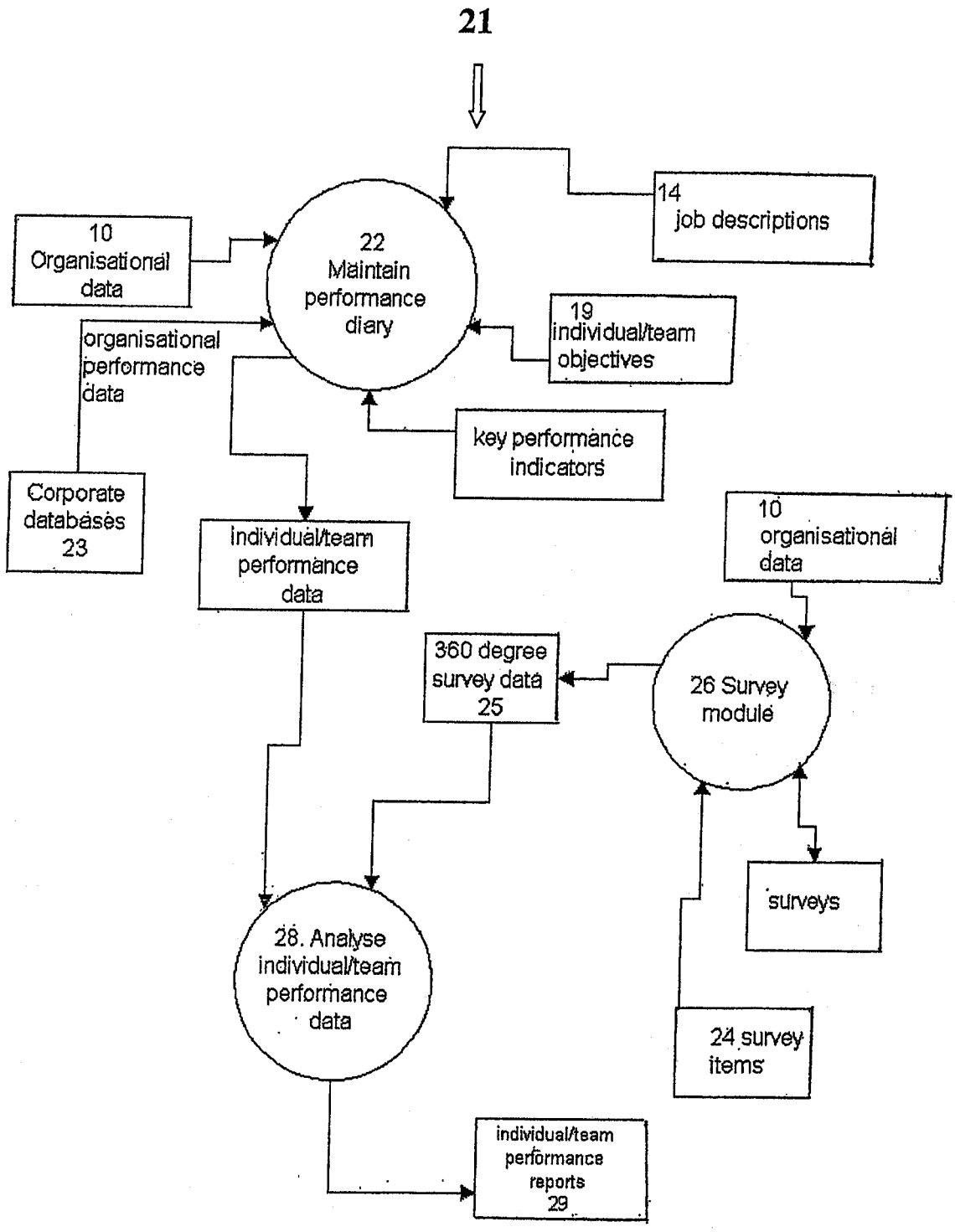
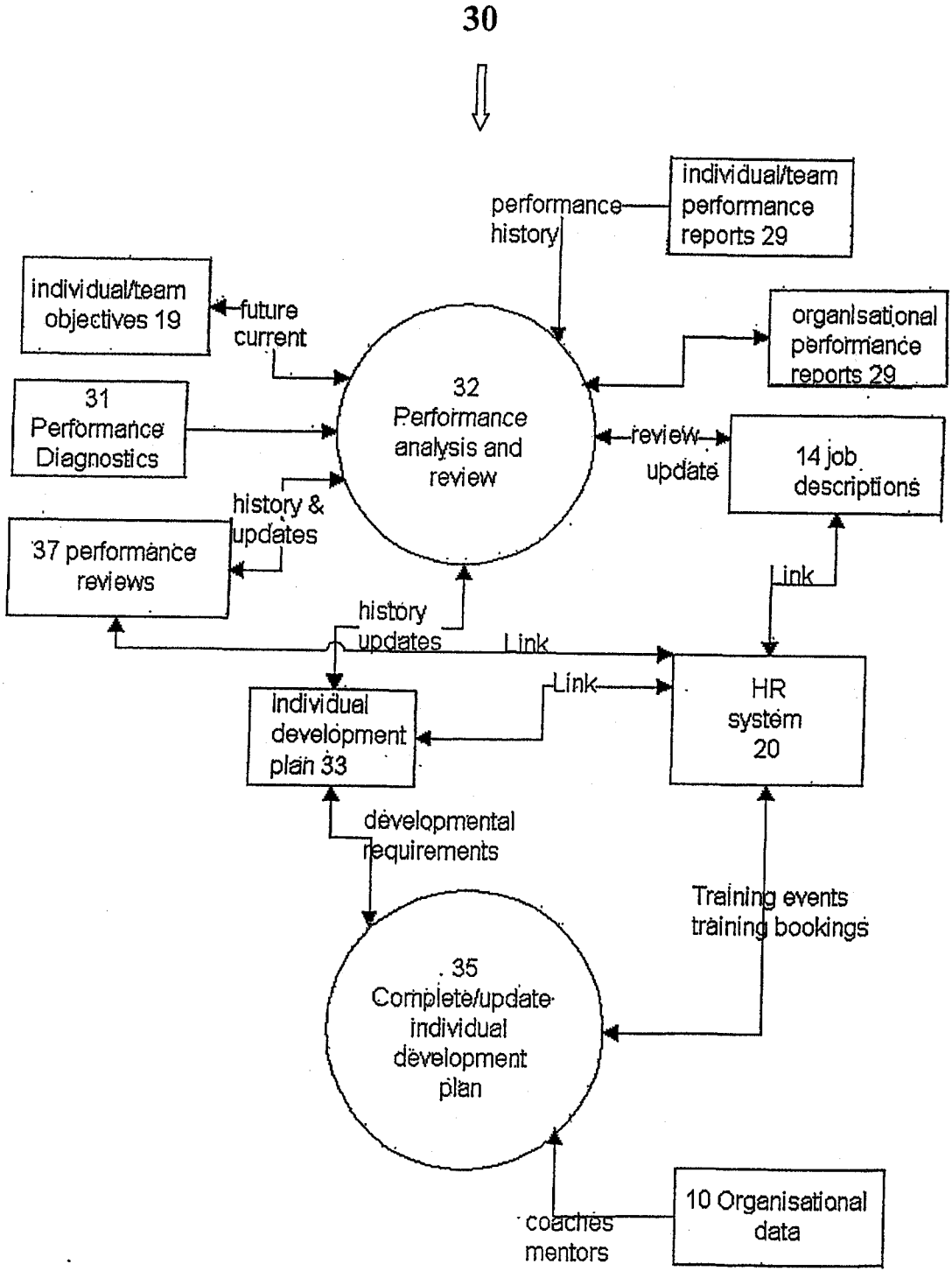

21
14 job descriptions
10 Organisational data
22 Maintain performance diary
19 individual/team objectives
organisational performance data
key performance indicators
Corporate databases 23
individual/team performance data
10 organisational data
360 degree survey data 25
26 Survey module
surveys
28. Analyse individual/team performance data
24 survey items
individual/team performance reports 29

FIGURE 4


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individual/team performance reports 29
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individual/team objectives 19
future current
organisational performance reports 29
31 Performance Diagnostics
32 Performance analysis and review
review update
14 job descriptions
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37 performance reviews
link
history updates
Link
Link
HR system 20
individual development plan 33
developmental requirements
Training events training bookings
35 Complete/update individual development plan
10 Organisational data
coaches mentors