How does KPMG QuercusApp Performance work?

KPMG QuercusApp Performance consists of three modules that are perfectly intertwined. It is built on a modular approach so you can select any of these modules or all

OBJECTIVES

- Managers and employees can create objectives all year round with a few simple clicks
- Objectives are designed to be dynamic, monitor achievement progress and keep up with your ever-changing environment

ONGOING FEEDBACK

- Employees ask for and give feedback in real-time, wherever they are
- The feedback is based on the relevant skills for your company, which makes it specific and structured
- Employees can access insightful overviews through real-time analytics based on feedback received, and are able to monitor strengths and areas for development
- Managers can view feedback received by their teams so they'll know exactly what and where to improve and how to coach their teams for success

PERFORMANCE REVIEWS

- Managers and employees can create performance reviews in QuercusApp
- Whether a year-end, interim or specific projects review, there is no need to remember a year's worth of work. It's all in the App, which makes for more meaningful performance discussions

Looking to provide your employees with the tools they need to succeed?

Contact us today for a demo!

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Real time, real performance

KPMG QuercusApp Performance

Traditional cycles of annual reviews, forced rankings and ratings have become increasingly obsolete in today's work environment.

The annual appraisal process is often perceived as an exercise in process compliance rather than a genuine tool for driving better performance and more engaged workers.

The focus on performance development has often been lost. The performance conversation has mainly focused on 'waiting for the rating' and the feedback given has usually been late, unspecific and unstructured.

Today's employees are eager to receive feedback on a regular basis, rather than waiting for the annual or semi-annual feedback discussion.

OUR SOLUTION:
KPMG QuercusApp Performance

KPMG QuercusApp Performance is a cloud-based solution that reinvents performance management into a continuous, forward-looking process through real-time feedback.

Why an App for Continuous Performance Management?

- Because our employees, the human resource, represent the heart of every company. And a heart beats constantly, not once a year when we run evaluations.

- Because the extraordinary talent we employ remains extraordinary as long as it has a clear understanding about day-to-day expectations at the workplace.

- Because an app can help effectively track performance and automatically identify skill gaps so that adequate training courses and workshops can be developed.

- Because an app removes administrative burdens and gathers data all year.

- Because companies with continuous performance management have a higher employee retention rate and a higher degree of employee satisfaction.

Why KPMG QuercusApp Performance?

- Because real time feedback means real time performance

- Because frequent feedback is the most efficient way to course correct your career, at any given time

- Because it enables employees to improve every day, not just once a year

- Because it identifies key talents, focusing on relevant competencies and building on strengths, facilitating skill development and career growth

- Because it gathers 360 degrees actionable feedback from the people employees interact with the most

- Because it's a permanent motivation tool

- Because it's easy and intuitive

- Because it offers state-of-the-art security for all your data