

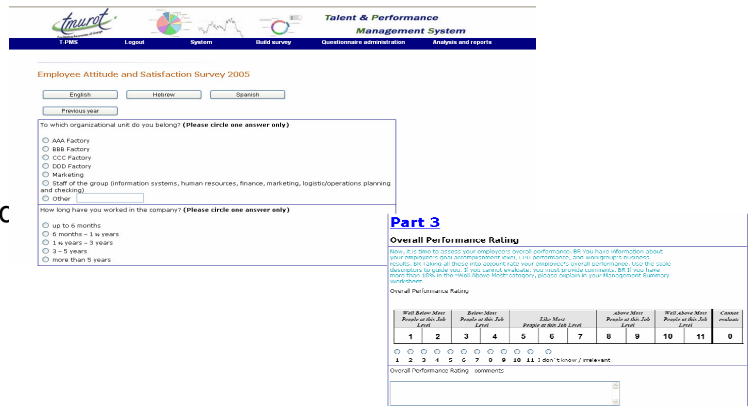
## TPMS's Performance Appraisal (PA) Module

This functionality provides users with a comprehensive enterprise employee and manager appraisal system. The system consists of the following elements:

- Preset appraisal questionnaires and builders enabling development of performance appraisal questionnaires based on a wide range of appraisal and question types. The preset tools offered by the system were developed based on our long and proven experience in developing performance appraisal tools and they are the TPMS performance rating and 360<sup>0</sup> questionnaires.
- A powerful functionality supports users would prefer to develop their own performance appraisal questionnaires.
- A performance appraisal management module designed to allow users maximum flexibility in planning their performance appraisal projects, defining the assessor-appraised statuses and links, monitoring the appraisal process, and managing it.

- An advanced module delivering the relevant questionnaires to every assessor, collecting and scoring the appraisals, managing the feedback that is sent to the employee and all other delivery-related aspects.
- A powerful reporting system generating personalized and a general reports detailing the performance profiles at individual, group and organizational levels. The large selection of available reports is organized according to the different levels of the organizational hierarchy and other parameters.

Interfaces and import and export capabilities allow exchange of information with the organization's ERP and HRM systems thereby enabling replication of the organization's structure, analysis relating appraisals to actual performance, etc.



The screenshot displays the 'Employee Attitude and Satisfaction Survey 2005' interface. It includes a navigation bar with 'TPMS', 'Logout', 'System', and 'Build survey' options. The main content area contains a survey form with the following questions:

English, Hebrew, Spanish

Previous year

To which organizational unit do you belong? (Please circle one answer only)

- AAA Factory
- BBB Factory
- CCC Factory
- DDD Factory
- Marketing
- Staff of the group (Information systems, human resources, finance, marketing, logistics/operators planning and thinking)
- Other

How long have you worked in the company? (Please circle one answer only)

- up to 6 months
- 6 months - 1 year
- 1 - 4 years - 3 years
- 4 - 5 years
- more than 5 years

**Part 3**

**Overall Performance Rating**

How do you think about your employee's overall performance? Be fair and objective, avoid bias. Please indicate your employee's rating in 11 dimensions. The average of the 11 ratings will be calculated and used as your employee's overall performance. Use the scale description to guide you. If you are not ready, you may choose between 0-10 for some dimensions. (RMS in the table below. Most categories, please indicate in your Microsoft® Internet Explorer browser)

Overall Performance Rating

Self Rating	Supervisor Rating	Peer Rating	Subordinate Rating	Customer Rating	Overall Rating						
1	2	3	4	5	6	7	8	9	10	11	0

Overall Performance Rating comments