

### Client

Europe based Precision Engineering Company

### Client Requirement

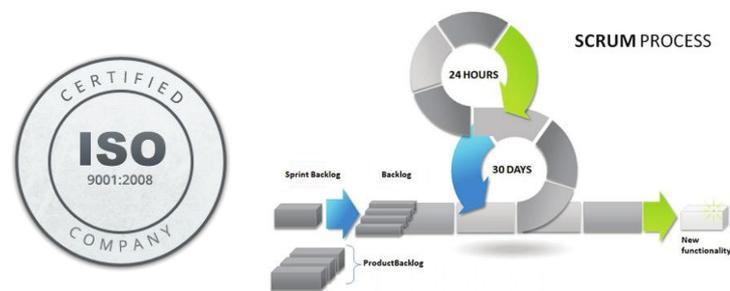
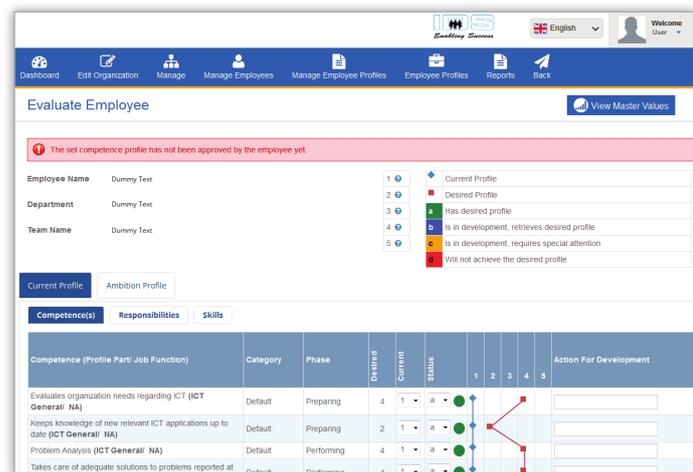
To develop an online Performance Management System for large organizations to better manage, track and review their employee performance

### Challenges

- ▶ Manual management of employee profiles, competencies, organization values, goals, etc.
- ▶ Lack of single platform for multiple organizations to manage performances of their employees
- ▶ Managing multiple domains through a single code solution

### IDS Solution

- ▶ IDS-SSB developed a web based performance management system catering to the needs of organization's evaluation of its employees
- ▶ Tool provides better control of companies over their employees and organization
- ▶ Manages personal data, system authentication and authorization of employees
- ▶ Tool is built considering **multilingual** support
- ▶ Responsive design to run on all devices
- ▶ Enterprise computing is moving to cloud platforms. IDS chose **Microsoft's** cloud computing Platform i.e. **Microsoft Azure** to host the performance management system
- ▶ Performance management system was deployed on Azure using Cloud Service for providing flexibility to control hardware resources as per requirement, paying only for the resources you need at any given time



**Technology:** Visual Studio 2012, MS SQL Server 2012, C#.Net, JQuery, AJAX and Bootstrap

### Salient Features of the Application

- ✓ Managed workflow where 360° analysis can be done
- ✓ Attractive dashboards
- ✓ Interactive reports
- ✓ Automated generation of employee scorecard
- ✓ Responsive design compatible with tablets and laptops
- ✓ Tracking of assigned goals with the help of line graphs

### Azure Services

Following are the azure services used in performance management system:

- ▶ **Cloud Service:** Cloud service lets the user set the instance count and Virtual Machine size depending on the application. The main advantage of Cloud Services is the ability to support more complex multitier architectures.
- ▶ **SQL Azure:** Instead of using the on-premise database server, the application’s database was migrated to SQL AZURE
- ▶ **Storage (BLOB):** For storing the images/files of the project, BLOB is used. BLOB fields allocate space only whenever the content in the field is utilized

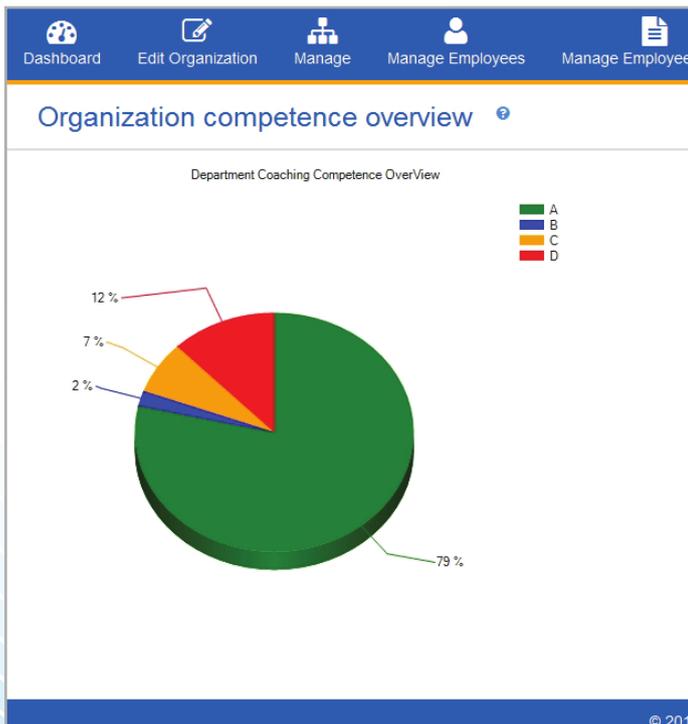
### Business Results

- ▶ Tool permits one to seamlessly integrate workforce management with the best in class HR practices to unleash the hidden potential and latent talent of resources
- ▶ Employee assessment workflow is automated due to which efficiency of each employee has been increased prominently
- ▶ This tool allows organizations to effectively utilize their resources to decrease the overall cost

### Client Feedback

“ We were pleased to see the progress. IDS team was quite accurate and helpful in the presentation. We are very pleased and confident with IDS and its team.

-Director



**Evaluate Employee**

The set competence profile has not been approved by the employee yet

Employee Name: Dummy Text  
 Department: Dummy Text  
 Team Name: Dummy Text

Legend:  
 1. Current Profile  
 2. Desired Profile  
 3. Has desired profile  
 4. Is in development, retrieves desired profile  
 5. Is in development, requires special attention  
 6. Will not achieve the desired profile

Competence (Profile Part/ Job Function)	Category	Phase	Desired	Current	Status	1	2	3	4	5	Action For Development
Evaluates organization needs regarding ICT (ICT General/ NA)	Default	Preparing	4	1	a	●	●	●	●	●	
Keeps knowledge of new relevant ICT applications up to date (ICT General/ NA)	Default	Preparing	2	1	a	●	●	●	●	●	
Problem Analysis (ICT General/ NA)	Default	Performing	4	1	a	●	●	●	●	●	
Takes care of adequate solutions to problems reported at the help desk (ICT General/ NA)	Default	Performing	4	1	a	●	●	●	●	●	
Takes care of availability and reliability of ICT/ITD infrastructure (ICT General/ NA)	Default	Preparing	4	1	a	●	●	●	●	●	
Actively participates in meetings (General Communication/ Test By IDS)	Culture	Preparing	3	1	a	●	●	●	●	●	
Acts as a competent sparring partner (General)	Default	Preparing	4	1	a	●	●	●	●	●	

Goals  
 Critical Success Factors  
 Remarks