A Conceptual Study of E-Performance Management and its importance in the Modern Context.

[1.] Ms.Nimmy Paul, [2.] Ms.Silja Pd, [3.]Ms.Princy Sebastian.

Assistant Professor, Pg Dept.Of Commerce, Jpm Arts And Scoence College Labbakkada.
Assistant Professor,Pg Dept.Of Commerce, Jpm Arts And Science College Labbakkada.
Assistant Professor,Pg Dept.Of Commerce, Jpm Arts And Scoence College Labbakkada.
Corresponding Author: Mr.Manikandan.S

Abstract
Electronic performance is a modern concept related to the measure of employee performance. It is a performance evaluation method of employees in an organization. It uses different types of softwares to measure employee performance. It is the planning, implementation and application of Information Technology in managing the performance management system performance management is a part of E-HRM or Human Resource Information System (HRIS).Through IT enabled performance management, it is possible to integrate strategies, policies and practices of the organization with the performance process performance management is the relational E-HRM functions also facilitate training and recruitment functions of an organization. Several software packages are developed to measure employee performance and offer suggestions for improvement of employee performance. Many employees tend towards using these software packages and computerize the employee performance appraisal systems. Thesoftware on employee performance appraisal provides a number of statements and sub statements of each of the performance categories. The appraiser selects and clicks the appropriate rating for each statement. The system generated a detailed report, by the time the appraiser has moved all the performance categories and sub factors. This report can be modified, comments can be added or deleted by the appraiser and a final report can be prepared by the manager. Organization use computer networks, sophisticated telephone systems and video equipment to monitor and reward the employee work activities.
KEYWORDS: E-Performance Management, HRIS, Performance Appraisal Softwares.

I. Introduction.

E performance is a web based integrated human resource performance management solution designed for performance management in enterprises. The system provides a set of tools for the complete performance management life cycles' performance features include learning and development ,appraisals, reviews and coaching, target and performance standards setting,teamand individual performance rating and administrative related pay and other benefits. E performance also provides detailed staff profiles to monitor each stage of their development.

There are many reasons to implement performance management software and most lead back to an increase in communication and expectation clarity.If the employer had adopted performance management software the employee have a better idea of the new goals was expected to meet.The supervisor would have a better structured program to create solid plans where both leadership and the employee would see career planning and future programs.

II. Review of Literature.

In the era information,communication and technology ,organization management hhas been changed in the present scenario known as the digital era.Most of the human resource functions have rapidly been changing by involving information technologies.(Hinndrickson 2003),(McCarindle,2006),(Nishad Nawaz Maditheti 2017),HR has new phase of HR processes and HR Practices such as E-recruitment,e-performance,e-learning,e-selection and other areas to replace the more traditional one (Gueutral.H.G and Stone 2005),(Nshad Nawaz and Anjali 2012).The present period concepts like virtual or electronic HRM denotes the latest phase of usage of HRIS.

The benefits of E-performance management for future employee reviews are: Faster and easier administration and completion meaning managers spend less time and intensive effort on performance reviews (Kariznoee, Afshani&Moghadam, 2012). Another benefit is better organization for context and understanding.

With electronic performance reviews, it is possible to capture organizational, divisional and/or departmental goals in the tool, which the manager can examine and share with employees. This data helps the management see each employee's individual performance, as well as within the context of the organization to see how his or her performance rates among peers (Kundu&Kadian, 2012). Sharing this information with employees gives them a unique view on their performance and how it benefits the whole organization while sharing it with managers can help them guide team members to better productivity and improved performance (Khashman& Al-Ryalat, 2015).

E-performance management systems also improve data collection and analysis. An electronic assessment system will give you the tools to gather and analyze data need by the management. This might include high-performers, underperformers, development and training needs, progress on goals, alignment of goals, and ratings by department. The system also enables feedback, feedback – positive and not-so positive – is essential for every employee's growth and motivation within the organization. It is important to let employees know how well they have adjusted to their job tasks. Whether they have exceeded expectations or fallen short, information becomes an invaluable tool. Finally, it helps protect the organization legally (Bharti, 2015). Through proper performance documentation, it can help dispel litigations of unfair termination.

III. Objectives of The Study.
1. To study the e-performance management system.
2. To know the importance of e performance management system in the modern contest.
3. To study the major factors influencing e performance management.
4. To know the various e performance softwares available in the maraket.
5. To study the scope and limitations of e performance management.

IV. Research Methodolgy.
A careful consideration of study regarding a particular concern or problem using scientific methods. According to the American sociologist Earl Robert Babbie, "Research is a systematic inquiry to describe, explain, predict, and control the observed phenomenon. Research involves inductive and deductive methods."

Research methodology simply refers to the practical "how" of any given piece of research. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

Descriptive research focuses on expanding knowledge on current issues through a process of data collection. Descriptive studies are used to describe the behavior of a sample population. In a descriptive study, only one variable is required to conduct the study. The three main purposes of descriptive research are describing, explaining, and validating the findings. For example, a study conducted to know if top-level management leaders in the 21st century possess the moral right to receive a huge sum of money from the company profit.

ADVANTAGES OF E-PERFORMANCE MANAGEMNT.
1. Managers can manage more number of employees with less effort.
2. Appraising performance can be done in less time.
3. Employees can also know the areas or categories of appraisal, rating of appraisal etc
4. The information coming from these systems can be used in different ways.
- Making administrative decisions like pay increase, promotions etc.
- Providing feedback to employees about their strength and developmental needs.
- Criteria for the assessment of HR systems like selection procedures or training programs.

EXAMPLES OF VARIOUS SOFTWARES AVAILABLE FOR E- PERFORMANCE MANAGEMENT.
1. Impraise
Impraise provides a seamless appraisal experience (incl. 360, self-assessment, leadership reviews & more), while optionally integrating them into our People Enablement Platform (1:1s, OKRs, Real-time Feedback & more) to build a culture of continuous feedback. Provide your managers with the tools they need to build engaged and high performing teams, while making your life easier with pre-built templates, automated reminders and many other helpful features.
2.Gtmhub
Managers and HR can easily collect frequent and actionable real-time insights from their teams during multiple points of an individual's life-cycle. Gtmhub's downloadable and printable Employee view has everything you need to know about how an individual is tracking. Permissions settings ensure that privacy is protected. These reports are an ideal place to start when scheduling face-to-face meetings.

3.BizMerlinHR

BizMerlinHR offers a comprehensive solution for continuous performance management. Enhance your performance culture through easy to use performance reviews. Help employees grow through 360 feedback from self, peers, supervisors, direct reports and external collaborators. Achieve speed through configurable review templates. Better engage your workforce through feedback walls and badges.

4. HRweb.

5.CRGemPerform.

6. Avature.

7.Comerstone Perform.

8.Kazoo.

9.NEOGOV.

10.Heartpace.

11.Performly Talent.

12.Reflektive

Success factors for an e-Performance management system:
- Monitor employee satisfaction with the Appraisal process regularly
- Give employees access to their own data for transparency
- Incorporate MBO, PDCA, or BSC formats as per company practice
- Check for technology and system usage comfort
- Check for bias against minorities or individuals
- Provide adequate user and evaluator training
- Check for adequate face-to-face interactions among people
- Maintain focus on the basics: job role definition, competencies, definitions and criteria

SCOPE OF E -PERFORMANCE MANAGEMENT

In the present scenario various softwares available in e performance management system.It provides a broad organizational framework.It should provide for managers amd manages shared experiences,knowledge and vision.It is a way of systematically managing people for innovation goal focus,productivity and satisfaction. The electronic performance management system is an endless spiral,which links several processes such as performance throughout the year,taking stock of manages performance and potential. Performance management is concerned with everything that people do at work.It deals with what people do (their work),how they do it (their behavior) and what they do it (their result).

It provides wide scope in the modern or future periods.Different types of e performance softwares available in the market.

LIMITATIONS OF E PERFORMANCE SYSTEM.
1. Employees could quit based on unfair results.
2. Fabricated or misleading information can affect the review.
3. Employee morale may drop.
4. Resources including time and money are wasted .
5. Employees become demotivated.
6. Job satisfaction drops and employees become burnt out.
7. Legal risks increases.
8. Managers are forced to give up resources.
9. Failure to set standards makes the process unfair.
10. Biases become more prevalent.

V. Conclusion

E-Performance Management by its name indicates that performance management with the help of electronic systems. E-Performance Management, a web-based tool, has been designed to make the performance reviews easier than ever.An online performance appraisal system is a software program that facilitates the completion of performance evaluations online. It may be integrated with an employee position description module, allowing managers to pull data from the employee's position description and insert this information into the evaluation. Further, it can act as a historical archive, storing past evaluations and permitting comparisons between evaluations over time. The primary advantage of these systems is the accessibility of the data any time from any computer with internet access, as well as the ease and speed with which they can generate accurate HR-related reports.

References.

[1].   William, H. (2009). E-recruitment: Rethinking recruitment. Personnel today survey.
[2].   Bhattacharyya, D.K. (2017). Performance Management Systems and Strategies. O'Reilly
[3].   https://www.iedunote.com/e-hrm
[4].   https://secure.upmc.com/
[5].   www.mbaknol.com>performance.
[6].   www.tradegram.com/resources.
[7].   http://www.quora.com