How to choose performance management software

What do I want from a performance management solution?
Before making a decision, ask yourself what you're trying to accomplish with your performance management software...

- Create a more effective goal-setting process
- Provide better feedback and coaching
- Gain insight into employees, their needs, and development plans

Key considerations

- Cost
  What type of subscription plan does the app offer? Monthly or yearly? Per user? Is there a discount available for yearly subscriptions?

- Integrations
  Does it integrate with the other solutions you already use in your business?

- Scalable
  Can the tool support your company's needs as it grows? Is it suitable for businesses of different sizes?

- Mobile capabilities
  Does the solution offer an iOS and Android app?

- Ease of use
  Will your employees be able to adopt the software easily, or will it require a lot of training and support?

Essential features

- Automated employee appraisals
- Employee recognition schemes
- Goal and competency management
- Individual development plans
- Storage of historical appraisal data
- Employee portal for self assessment
- Talent acquisition and management
- Real-time reporting and analytics