



COMPETENCY MANAGEMENT

- Supports hierarchical competency management
- Create competencies and competency ratings
- Import off-the-shelf competency libraries
- Enable competency acquisition either through assessment, by learning or with a combination of both
- Link competencies to learning modules to identify recommended training

JOB PROFILES

- Map a particular set of competencies to a job profile
- Set target ratings for each competency within a job profile
- Build job profiles to include both current and future roles
- Search for employees with the competencies required for a particular job profile
- Automatically import job profile competencies into assessments or performance appraisals

COMPETENCY ASSESSMENTS

- Competency assessments to identify skill gaps and generate recommended training
 - Assess against each employee's job profile
 - Assess against a particular set of competencies
 - Assess against competencies chosen by the employee's manager at the start of the assessment
- Enable self, manager and multirater competency assessments
- Multirater assessments with rater types including supervisors, peers and subordinates provide a full 360 degree assessment
- Keep rater responses anonymous for reporting purposes
- Managers or employees can select raters to contribute to multirater assessments
- Detailed assessment reports to facilitate assessment discussions, development planning and coaching
- Automatically recommend development activities to close gaps to meet job proficiency levels
- Managers can manually assign development plans and tasks and tie them directly to a particular competency for an employee

GOAL MANAGEMENT

- Supports hierarchical goal management
- Encourages alignment of employee goals with corporate goals
- HR practitioners can assign and lock goals to employees
- Designed to enable SMART goals (Specific, Measurable, Actionable, Realistic, Timely)
- Support for manager-defined and shared goals
- Shows real-time progress on individual and organizational goals
- Encourages managers and employees to work together to review, measure and update goals throughout the year
- Supports an on-going dialogue between managers and employees
- Facility to report on the progress of goals at each organisational goal level

PERFORMANCE APPRAISALS

- Designed for HR professionals to change (edit, add, or delete) performance review forms
- Set appraisal participants and workflow
- Allows multiple concurrent performance reviews
- Supports annual, mid-year and project based performance appraisals
- Can include future goal planning, competency assessments, a personal development plan and questionnaires
- Incorporate multiple rating scales within a performance review
- Automatically calculate overall performance scores based on the weighting of results from different appraisal sections (goals, competencies, etc)
- Support manually calculated performance scores
- Electronic signature, audit trail and archiving of final reviews
- Emails/messages generation within performance review process i.e. overdue, reminder, not completed etc

PERFORMANCE ANALYTICS

- Gives managers and HR professionals access to summarized performance and competency scores
- Provides real-time progress on individual and organizational goals
- Built-in reports save time and optimise the use of performance information
- Provides information by organization, location, department and team to allow better decision-making by managers and HR professionals
- Dashboard reports including; Overall Appraisal Rating, Average Performance Appraisal Rating; Overall Goal Status; Personal Goal Completion; Goal Alignment; etc

CAREER AND SUCCESSION PLANNING

- Identify employees who possess the competencies required for a given job profile
- Initiate a competency assessment to compare or confirm potential candidates
- Highlights where candidates require further development to help extend the available talent pool
- Provides competency-based employee development and career plans, focused on both current and future job positions
- Allows employees to identify their individual strengths and weaknesses compared to their existing or targeted positions

SYSTEM REQUIREMENTS AND SPECIFICATIONS

CLIENTS (ALL USERS AND ADMINISTRATORS)

Hardware / Software

Any computer running Internet Explorer 6.0 or above, as well as Firefox, Safari 2.0 or above, and Google Chrome.

SERVERS

Operating System

NetDimensions Performance is 100% Java-based and runs on any system with Java Virtual Machine 1.5: Windows 2010, 2008, 2003, 2000, Solaris 7 or above, HP-UX 11 or above, Red Hat Linux Version 6.1 or above, and Mac OS X (all versions).

Available Disk Space

NetDimensions Performance requires a minimum of 350MB of disk space. Database and course files may require additional disk space that is dependent on the number of active users on the system.

Database

NetDimensions Performance ships with SQL Server 2005. All versions may be configured to use Oracle 9i/10g/11g or Microsoft SQL Server 2000/2005/2008.

Web & Application Server

NetDimensions Performance is bundled with, and will install configured for Apache/Tomcat. NetDimensions Exams will also run on IIS with JRun, WebLogic, WebSphere, EAServer or any other servlet engine that supports servlet specification.

- NetDimensions Performance runs on servers with multiple CPUs, including SMP Unix systems.
- NetDimensions Performance also supports multiple physical systems in clustered, load balanced configurations.
- NetDimensions Performance is available as behind-the-firewall installation as well as a private SaaS.

SUPPORTED LANGUAGES

NetDimensions Learning is currently available in:

- English (US)
- English (UK)
- English (Canada)
- Arabic
- Bulgarian
- Chinese (Hong Kong)
- Chinese (Simplified)
- Chinese (TW)
- Czech
- Danish
- Dutch
- Filipino
- Finnish
- French (Europe)
- French Canadian
- German
- Greek
- Hebrew
- Hungarian
- Indonesian (Bahasa)
- Italian
- Japanese
- Korean
- Malay (Bahasa)
- Polish
- Portuguese Brazilian
- Portuguese Europe
- Romanian
- Russian
- Slovakian
- Spanish (South American)
- Spanish European
- Swedish
- Thai
- Turkish
- Vietnamese
- Thai
- Turkish
- Vietnamese

Contact us today to learn more about how NetDimensions' enterprise solutions can help manage your organization's performance, knowledge and learning initiatives.