



# Performance@Work

To thrive in today's business climate, your organization needs the most from your people, every day. More than just automating review and goal processes, Saba Performance@Work increases engagement while giving your people the tools they need to understand your business plan and their role in its success.

## Align, Appraise, and Accelerate Performance

To elevate employee performance and engagement every day, Performance@Work goes beyond traditional performance management to help your team find experts, share new ideas, collaborate on projects, and celebrate success with innovative social and collaboration tools.

Saba's comprehensive goal management capabilities make it a snap to assign goals and align them to corporate objectives. Our flexible performance reviews are easily configured to fit your review cycle and allow for multiple reviewers, calibration, and even social recognition, which means you'll have no trouble accurately measuring performance, identifying areas for improvement and creating development plans. Goals can be managed and tracked throughout the review cycle, which eliminates surprises and removes subjectivity. This makes the annual performance review process easier and less of a chore for everyone.



Performance@Work's goal setting and performance review page

### ✔ **Drive Team Performance**

Empower managers with team management tools to track progress on goals, motivate with social rewards, and provide ongoing coaching and development.

### ✔ **Accelerate Achievement**

Saba's innovative social and collaboration tools enhance teamwork and make intelligent recommendations about content, ideas, and people that boost productivity.

### ✔ **Identify, Retain and Reward Top Performers**

Accurate and compliant performance reviews combined with our calibration tools help you measure each employee's contribution.

### ✔ **Align Employee Activities to Corporate Objectives**

Set, align, and track goals so each employee understands the corporate strategy and their role in its realization.

### ✔ **Automate Performance Processes**

Our flexible performance and goal solutions are designed to match and automate your processes, saving you time and money.

### **Performance@Work Key Features**

Saba combines the best of formal and social performance management tools in a people-centric solution that helps your workforce meet their objectives while simplifying and automating goal and performance management processes.

#### **Performance Reviews**

- Configurable performance reviews and review cycles
- Review calibration, writing assistance, and compliance check
- 360-degree and social feedback
- Talent and process reports and dashboards

#### **Goal Management**

- Goal progress, completion dashboards, and reports
- Quick, team, and bulk goals
- Cascade and align goals
- My Plan dashboard

#### **Social Recognition and Engagement**

- Impressions and badges
- People Quotient (pQ Score)
- Leaderboards
- Team and company sentiment analysis

#### **Coaching and Development**

- Team management and collaboration tools
- Goal, review, and class notifications and reminders
- Performance-driven development plans
- Automated, personal development recommendations



Visit [www.saba.com](http://www.saba.com) to schedule a live demo and preview Saba's Performance@Work solution!



Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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