

# Performance

Recharge your performance and succession strategies to **strengthen and develop top talent.**

UKG Dimensions™ Performance aligns your entire organization for success by eliminating confusing paper-based forms, streamlining processes, and giving you insights into employee performance and development — so you can support data-driven performance and succession strategies that identify, nurture, and develop top talent.



### Automated processes

Easily create and assign performance review, goal, and feedback forms. And leverage flexible workflows to automate notifications, reminders, approvals, and more to keep your performance reviews and feedback requests moving forward.



### Greater insights

Leverage dynamic reports and analytics to gain greater insights into performance, goal progress, and skills gaps. Better inform performance and succession decisions with comprehensive workforce data and leverage tools to help ensure that reviews are fair and consistent.



### Engaging employee experience

Provide a best-in-class employee experience by enabling employees and managers to view and complete reviews, track goal progress, request and provide feedback, and more — at any time and from any device.



# Key benefits

## For HR professionals

Increase engagement by providing ongoing feedback and career development opportunities

Improve efficiency by eliminating paper-based or manual performance and succession processes

Reduce the risk of missing or inconsistent performance documentation

Improve retention by better aligning employee goals with your organization's objectives

Gain actionable insights into performance, goal progress, and skills gaps

Ensure fairness by providing comprehensive analytics to better inform performance reviews

Increase the efficiency and effectiveness of succession planning

Enable managers to continuously monitor employee goals and deliver ongoing feedback

Encourage a paperless HR environment with online review forms and automated workflows

Link compensation to performance with a Merit Matrix that establishes guidelines for awards and recognition

## Key features of UKG Dimensions Performance

- Custom performance reviews, ratings, and feedback forms
- Goal, competency, and core value libraries
- Peer and continuous feedback
- Focal, annual, and 30/60/90-day reviews
- Unlimited nine-box matrices, succession slates, and talent pools
- Gap analysis and scenario planning
- Flexible workflows and approvals
- Multiple manager reviews
- Visual drag-and-drop tools
- Real-time reporting and analytics
- Defined organizational goals that cascade down
- In-system guidance for completing review forms