# Synergita Webinar on 16<sup>th</sup> February 2017

## Participants' Questions and Responses

1. **What are all the possible ways to keep our employees engaged / committed towards our organization?**

   **Response:** From the performance management perspective, the first and foremost way of keeping employees engaged and committed is by right, smart and effective goal setting on time. This will take care of 50% of the engagement factor which will be followed by fair and transparent review process.

2. **What kind of ROI should expect from appraisal automation? Can't I simply manage with Excel/Pen & Paper?**

   **Response:** ROI for the automated appraisal process can be given into 4 important areas:

   - Engaged and well informed employees
   - To avoid operational effort and future data for employee development
   - Managers will focus on the quality of the feedback rather than spending time on filling paper or excel
   - It will scalable for any size and deployable for any region across the globe

3. **What is the starting point for appraisal automation? Where should I begin?**

   **Response:** The starting point would be deciding the time when you want to implement and what the factors to be part of the automation

are. Also identifying and getting the buy-in from the stakeholders are key for successful implementation.

4. **How the system can able to help in the decision making on process?**

**Response:** The system will act as an enabler with the overall decision making process by making it available online, 24/7 and across the globe. Also it is going to be customized based on the current style of the organization and provide necessary data of history. It can also be useful by highlighting the possible ratings based on the feedback on weightage given.

5. **What are the savings that you managed to do after automating your appraisals?**

**Response:** ROI for the automated appraisal process can be given into 4 important areas:

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- To avoid operational effort and future data for employee development
- Managers will focus on the quality of the feedback rather than spending time on filling paper or excel
- It will scalable for any size and deployable for any region across the globe

6. **How can S/W enable real face to face conversations?**

**Response:** The S/W will be a support factor to have effective face to face conversation. In order to maintain the transparency and preparatory stages, software acts as a facilitator.
It will not and should not replace any face to face meetings. It can probably record the discussions for future use.

**7. Is it possible to integrate Synergita with SAP?**

**Response:** Yes, it is possible to integrate Synergita with SAP. Infact Synergita can be integrated with other ERPs in the market as well. Synergita can pull data from multiple disparate sources easily. The integration with other systems can be done with APIs. This integration gives seamless experience to our customers and avoids entering the data into multiple systems.
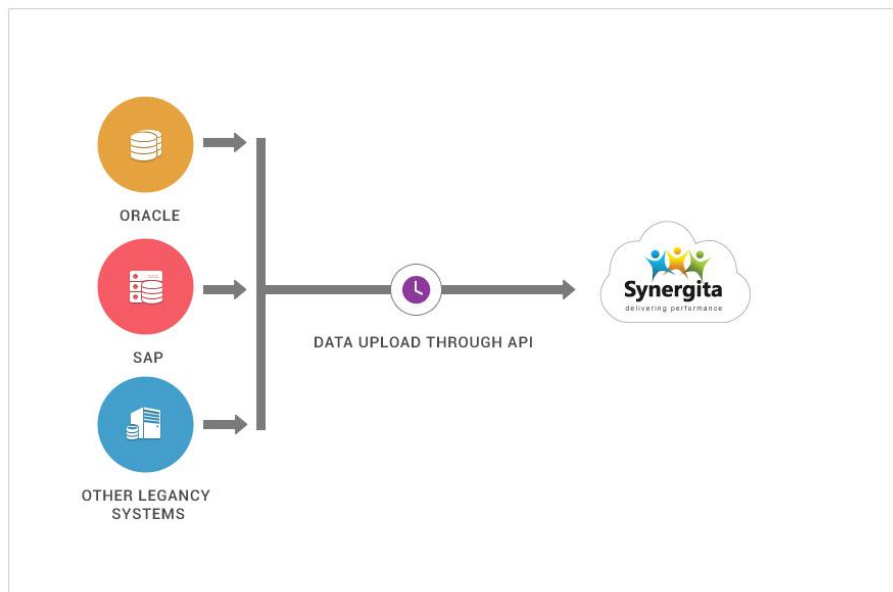


**8. Can we import our existing KRA and KPI into Synergita?**

**Response:** Yes, Synergita is completely flexible and it is possible to import existing KRA and KPI into the system.

**9. We have implemented SAP PMS system but we don't have feedback system, how to manage this situation?**

**Response:** We can implement Synergita as a complete PMS solution this includes feedback system.

**10. What would be the basic requirements for PMS automation with Synergita?**

**Response:** We need the following:
- Employee data and Employee relationship data.
- Review Process
- Feedback forms

**11. How long does it take to complete the appraisal process through Synergita for a 500 people organization?**

**Response:** The time taken to complete appraisal process depends on the feedback forms and the process workflow. If it is a straight forward process with simple form, you will be able to complete the appraisal process within 2-3 weeks using Synergita.

**12. How many reviews should we plan in a year?**

**Response:** You can have Quarterly, Mid-Year and Annual reviews. Continuous feedback can be used to provide feedback any time during the year.

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**Our Presenters:**

**Mr. Hari Subramanian**

He is the Head of Talent Management- India at Aspire Systems.

Hari has 15+ years of experience handling various roles within HR function. Hari currently handles the Talent Management at Aspire

Systems. He has worked in various HR roles at CapGemini, Oracle and TCS prior to Aspire.

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**Mr. Yoga Mookkaiah**

Yoga has several years of experience in implementing softwares in several enterprises. Currently he is managing the implementation team for Synergita. He works closely with several customers for automating their employee performance appraisal and continuous feedback activities.  He has opportunities to observe what several great place to work companies are doing in employee performance space.

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**About Synergita:**

Synergita is a complete **Employee Performance Management**, **Development** & **Engagement Software**.
When organizations remove the hurdles which their employees face, engage with them on their needs and nurture and develop them, they create an extraordinary culture where employees unleash their potential, set new standards of excellence and create wonders.
We call it **peopleMAGIC$^{TM}$** and it is made possible by Synergita's cloud based performance management and analytics solution.

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