

Employee Performance Evaluation in the Cloud

Implementation of SAP SuccessFactors Performance & Goals

Situation

- Across the individual companies within the group, there was no unified tool or standardized approach for employee evaluations, goal setting, and ongoing performance assessment. Each company used different procedures, often based on manual processes or various independent tools, which resulted in inconsistency, limited transparency, and more complex performance management across the organization
- For these reasons, there was a need to implement the modern cloud solution SAP SuccessFactors Performance & Goals, which would enable the centralization of evaluation processes, standardization of goal management methodologies, and support employee development as well as a performance- and feedback-oriented corporate culture

Challenges

- Simplify and standardize processes and procedures across each company
- Introduce a unified approach to employee performance evaluation
- Ensure secure user authentication and system access

Solution

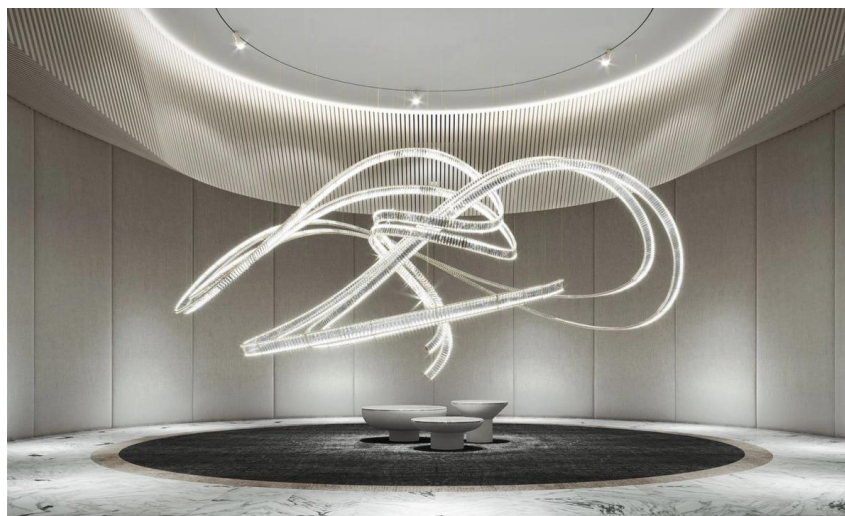
- Implementation of SAP SuccessFactors Performance & Goals
- SAP SuccessFactors Foundation – simplified employee profile
- Performance & Goals configuration
- Setup of templates for evaluation forms
- Specific configuration of employee goal management
- Calibration process setup
- Continuous Performance Management
- 360-degree feedback evaluation
- Reporting setup, including Report Center activation, standard reports, and reporting layer for Foundation
- Single Sign-On (SSO) and Identity Authentication Service (IAS) for secure user login

Benefits

- The implementation of SAP SuccessFactors Performance & Goals significantly simplified, standardized, and streamlined employee evaluation processes across the entire group. Standardized procedures improved transparency, enhanced comparability of results, and simplified work for managers and HR departments alike
- Clear rules were established for performance evaluation and employee goal management. Employees now have better visibility into their objectives, expectations, and feedback, which positively impacts their motivation and engagement

Future Plans and Development

- Future implementation and expansion of additional modules, such as SAP SuccessFactors Employee Central



Industry

Glass Industry

LoB

Human Resources

Customer

PRECIOSA, a.s.

Headquarters

Jablonec nad Nisou, Czech Republic

Products and Services

Leading Czech and global manufacturer of glass products.

Number of Employees

> 3000

System Environment

- SAP ERP 6.0 EHP7, SAP ERP HCM
- SAP SuccessFactors

References

Galina Bláhová, Project Manager
Jana Havlíčková, HR Director