



Ecosystems & Alliances | Client Success stories

New Performance System Solution Safeguarding Continued Growth for High-Tech Enterprises

Deloitte China has conducted in-depth research on the talent organization and business structure of its clients, using Oracle PeopleSoft as technical support, to build a new overall performance system solution framework for clients, achieving unified company wide assessment processes, flexible and adaptable employee performance plans, and effectively improving management visibility of employee performance.



About Client

The client is a leading global electronic consumer goods research and production enterprise, leading the forefront with its revolutionary products and solutions, deeply influencing the lives and production methods of users. The client has always regarded talents as the foundation of the company's development, currently cultivating over 10,000 employees, with business presence spanning across 100+ countries and regions worldwide.

Requirements

After nearly 20 years of rapid development, the customer's existing performance system can no longer meet the expansion and diversity of their business scale, covering less than 40% of business scenarios, and lacking scalability and flexibility. With the gradual dispersion of business requirements, the problems of slow system response speed and high maintenance costs have become prominent. Performance management urgently needs to keep pace with business development and lay a solid foundation for the sustained and high-speed enterprises growth.

Value Proposition

Deloitte China has constructed a new performance system framework from three aspects by conducting research on existing performance systems for clients, conducting in-depth interviews with senior management, and conducting personalized departmental surveys:

Management demands	Unified Process	Diversity compatibility
<ul style="list-style-type: none"> ● Establish a unified performance evaluation plan and system at the company level, clarify the responsibility chain and evaluation matrix ● Establish a timely recording, evaluation, improvement, and regular coaching mechanism to quickly identify key employee performance ● Supported by a unified data source, improve the visualization of employee performance profiles and performance dashboards 	<ul style="list-style-type: none"> ● Develop PDCA cycle management, namely Plan, Do, Check, and Act, to ensure the quality of performance target execution ● Standardized the company-level assessment system, centered around Oracle PeopleSoft, integrating peripheral systems, constructing online workflow rules, and reducing manual data processing, provides all employees with a convenient and user-friendly PC and mobile experience 	<ul style="list-style-type: none"> ● Diversified performance goals: from company indicator library, superior assignments, organizational goal splitting ● Diversified assessment modes: including OKR, KPI, KCI, or project-based ● Diversified assessment cycle: from monthly to annual, or no fixed cycle ● Diversification of calculation methods: using scores, grades and involved veto power, weighting and other features

Key Achievements of the New Performance System

Business process closed-loop integration

Realize PDCA closed-loop management, ensure the specific implementation of assessment goals, and improve the quality of performance management

User experience fully optimized

Improve the usability of PC operations, add mobile features, and provide comprehensive, convenient, and visual data support for management

Flexible architecture with comprehensive support

Timely response to business changes, flexible and configurable multi-dimensional assessment plans, approval processes, and user permissions

Technical framework ensures efficiency

Adopting mainstream tech frameworks to cut new requirement costs and manpower investment required to investigate demand impact analysis

90%

Business scenario coverage increased from 35% to 90%

80

The overall user satisfaction has reached 80 points

20%

The proportion of IT development needs generated by adjustment plans has decreased from 90% to 20%

50%

New demand development costs reduced by over 50%

Deloitte x Oracle

Deloitte and Oracle work together to combine market leading innovation, professional insights, service networks, and industry experience with Oracle's industry-leading cloud technology platform, committed to becoming a digital strategic partner for customers, jointly assist client increase enterprise value, meet comprehensive customer needs, and enable agility, innovation, and foresight in the market.

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