

# Appraisal Document for Simon Miller 01

➔  Preparation ➔  **Planning** ➔ Review ➔ Year-End Employee Self-Assessment ➔ Year-End Manager Assessment ➔ Complete ➔

16.01.2010 - 31.03.2010

Status changed to 'In Planning'

Save Attachments Print Display Qualifications

(A) Phases & Dates

## Process Description

Info

### ➔ Plan Objectives

Plan individual objectives and development plan for the current year.

## How would you like to continue?

Continue

- Save and Exit Document
- Save and change status to "Mid-Year Review"

(C) Step Description

## Administrative Data

### 2009 Performance Appraisal Detailed

Corporate Goals

Team Goals

Individual Objectives

### 2009 Performance Appraisal Detailed

This document becomes the basis of the objective setting between Charlotte Hansen 01 and Simon Miller 01 in January/February

(B) Step Description

Category ID: RKT EHP4 Training

Appraisal Template: 2009 Performance Appraisal De...

Start date: 01.01.2010 End Date: 31.12.2010

Start Selection

Tab Configuration

Process Configuration

### Configure Available Elements

Add Delete

(A) Phases & Dates

Title	Object ID	Title
Process	50044562	Performance Management Process
Phase	50044563	Preparation
Step	50044564	Prepare Document
Phase	50044565	Planning
Step	50044566	Plan Objectives
Phase	50044567	Review
Step	50044568	Review Objectives
Phase	50044569	Year-End Employee Self-Assessment
Step	50044570	Employee Self-Assessment
Phase	50044571	Year-End Manager Assessment
Step	50044572	Manager's Assessment
Phase	50044573	Complete
Step	50044574	Completed document

### Configuration Preview (Step)

Translation

Title: Plan Objectives  
Description: Plan individual objectives and development plan for the current year.  
Owner of Process Step: Appraiser and Appraisee  
Start date: 16.01.2010 End Date: 31.03.2010

(B) Step Description

### Assigned Status

New Delete

Appraisal Status	Substatus
In Planning	

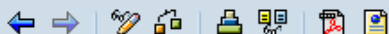
Personnel Development

- Basic Settings
- Integration
- Master Data
- Functions
- Tools
- Employee Self-Service (ESS)
- Development Plans
- Objective Setting and Appraisals
  - Edit Basic Settings
  - Edit Templates
  - Define Tabs and Process Configuration for Template

IMG

PHAP\_CATALOG\_PA

## Display '2009 Performance Appraisal Detailed'



- Category Group / Category / Template
- ▼ Business Events (Category Group)
  - ▶ Training and Events Appraisals
- ▼ E-Recruiting
  - ▶ Equal Employment Information
  - ▶ Evaluable Information
- ▼ Employee Interaction Center
  - EIC Feedback Template
- ▼ Personnel Appraisals
  - ▶ NewFunctions ERP2005
  - ▶ NewFunctionsERP2004
  - ▶ Performance Appraisals
  - ▶ Performance Management
  - ▶ Performance Management Process
  - ▼ RKT EHP4 Training
    - ▶ 2009 Performance Appraisal B
    - ▶ **2009 Performance Appraisal D**
    - ▶ Performance Appraisal (HR05)
- ▼ SAP Learning Solution
  - ▶ Training course appraisal: Classroom
  - ▶ Training course appraisal: WBT
  - ▶ Оценка участника
- ▼ Talent Management
  - ▶ TMC Talent Barrier Assessment
  - ▶ TMC Talent Competency Assessment
  - ▶ TMC Talent Development
  - ▶ TMC Talent Group
  - ▶ TMC Talent Potential
  - ▶ TMC Talent Risk Assessment

Appraisal template	2009 Performance Appraisal Detailed	Status	Released
Category Group	Personnel Appraisals	Last Changed by	BAHRA
Category	RKT EHP4 Training	Last Changed	18.01.2009

Description Layout Columns Column Access Value Descriptions Roles Processing Status Flow

Pushbutton	REVIEW Review
Person Authorized	0 All Users
<input checked="" type="checkbox"/> Highlight Pushbutton	
Target Status	3 In Review
Target Substatus	
Next Status	X Saved and Exit Appraisal Document
Workflow Event	
Create Note	None

Status Change: Description



Save and change status to "Mid-Year Review"

(C) Step Description

# Performance Management 2010 :-)

(A) Title

Planning	Review	Appraisal
31.03.2010	30.09.2010	31.12.2010
<b>Current Task</b> Manager Appraisal	<b>Due Date</b> 15.11.2010	

(B) Timeline

[Save](#) [Close](#) [Refresh](#)

**Tasks** Employee Documents Team Goals Team Calibration

## Edit and Cascade Team Goals

Edit Team Goals Due Date: 15.01.2010

## Schedule meeting with your employees to discuss upcoming goals

Employee Name	Meeting	Due Date
Alex Martin 01	<input type="checkbox"/>	15.01.2010
Ricarda Sanders 01	<input type="checkbox"/>	15.01.2010
Lisa Albert 01	<input type="checkbox"/>	15.01.2010

## Define Individual, Competency, and Development Goals

Doc	Employee Name	Due Date
	Simon Miller 01	28.02.2010
	Fiona Astor 01	28.02.2010

## Appraisal

### ▼ Planning

Due Date: 31.03.2010

- Tasks:
- Edit and Cascade Team Goals
  - Schedule meeting with your employees to discuss upcoming goals
  - Define Individual, Competency, and Development Goals
  - Approve defined goals, end planning phase, and release document for review

### ► Review

### ▼ Appraisal

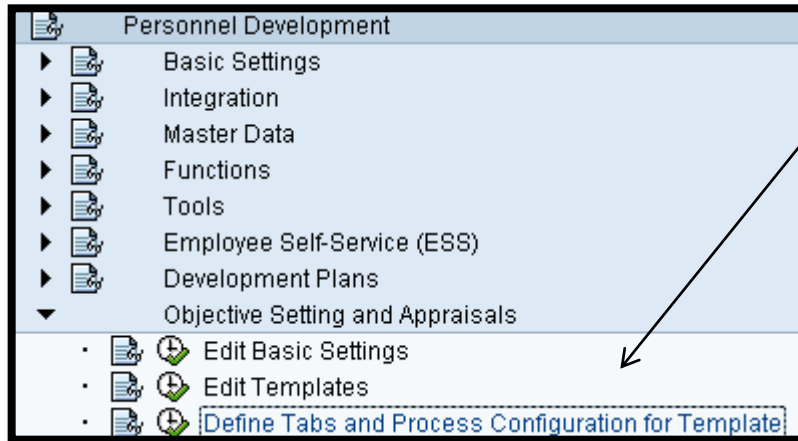
Due Date: 31.12.2010

- Tasks:
- Assess Team Goals**
  - Manager Appraisal**
  - Calibrate Overall Appraisal
  - Edit overall appraisal for employee
  - Close Appraisal Process

(C) Timeline Text

IMG

(A) Title



### Web Dynpro ABAP Configuration for Appraisals

Save Close

Category ID: Performance Management Proc...  
Appraisal Template: Performance Management (3)  
Start date: 01.01.2010 End Date: 31.12.2010  
Start Selection

Tab Configuration Process Configuration

#### Configure Available Elements for Process

Add Delete

Title	Object ID	Title
Process	50044575	Configure Performance Management Process
Phase	50044576	Planning
Step	50044577	Schedule Planning Appointment
Step	50044578	Close Planning Phase
Step	50044579	Approve Planning
Phase	50044580	Review

#### Configuration Preview (Process)

Translation

Title: Configure Performance Management Process  
Description: Performance Management 2010 :-)  
Start date: 01.01.2010 End Date: 31.12.2010

IMG

(B) Timeline

- Objective Setting and Appraisals
  - Edit Basic Settings
  - Edit Templates
  - Define Tabs and Process Configuration for Template
  - Set Up Integration Between HR and SEM Systems
  - Settings for Predefined Performance Management Process
    - Define Templates for Performance Management
    - Configure Performance Management Process**

### Timeline Configuration for Performance Management Process

Save Close Close Create Delete Change

Display: Performance Management 2010 :-)

Title: Performance Management 2010 :-)

Start date: \* 01.01.2010 End Date: \* 31.12.2010

Time Schedule Goal Distribution (in Percent)

#### Planning

Start date: \* 01.01.2010 End Date: \* 31.03.2010

Description:

[Schedule Planning Appointment](#) Start date: \* 01.01.2010 End Date: \* 15.01.2010

Description: Schedule planning meeting

[Close Planning Phase](#) Start date: \* 16.01.2010 End Date: \* 28.02.2010

Description: Define individual, competency and development goals

SOTR\_EDIT

Text

Language

English

Text

Schedule review meeting with direct reports a

Alias

\*

(C) Timeline Text

Concept

Language

English

Package

PAOC\_HAP\_PA\_PMP\_UI

Alias

PAOC\_HAP\_PA\_PMP\_UI/TASK\_TITLE\_REV\_MEETING

Object Type

WDYV

Concept

48567BA546B93001E10000000A421693

Created

SAP

24.07.2008

Last Changed

SAP

24.07.2008

Text

Length

122

Text

Schedule review meeting with direct reports and discuss goals

Review	Appraisal
0	30.09.2010
15.11.2010	

Goals Team Calibration

**Phase: Review**

Start Date: 01.04.2010  
End Date: 30.09.2010  
Description:  
Tasks: Schedule review meeting with direct reports and discuss goals :-)  
Check Goal Validity and Achievement of Goals  
Approve goals, end review phase, and release document for appraisal

Close

SE80

The screenshot displays the SAP Web Dynpro Explorer interface. On the left, a navigation pane shows a tree structure under 'Application Configurations', with 'HAP\_AC\_PMP\_TIMELINE' selected. The main area is titled 'Application Configuration HAP\_AC\_PMP\_TIMELINE' and includes tabs for 'Attributes', 'Structure', and 'Application Parameters'. The 'Structure' tab is active, showing a table of component assignments. The table has columns for Component Usage, Component, Implementation, and Configuration. The first row is expanded to show a sub-row for 'IDR\_USAGE'. Below the table is a 'Start Configuration' button.

Component Usage	Component	Implementation	Configuration
HAP_A_PMP_TIMELINE	FPM_OIF_COMPONENT	FPM_OIF_COMPONENT	HAP_OIF_TIMELINE
IDR_USAGE	FPM_IDR_COMPONENT	FPM_IDR_COMPONENT	HAP_IDR_TIMELINE



CTRL + RIGHT-CLICK

## Performance Management 2010 :-)

Planning

Review

31.03.2010

30.09.2010

**Current Task** Manager Appraisal **Due Date** 15.11.2010

Save

Close

Refresh

Tasks

Employee Documents

Team Goals

Te

User Settings

Hide

More...

Hide Quick Help

More Field Help

**Edit and Cascade Team Goals**

Edit Team Goals

Due Date: 15.01.2010

# Portal Administrator

Welcome HR255.A-01,

Collaboration |  Search [Advanced Search](#)

Home **Content Administration** User Administration System Administration

Portal Content | Multiple Property Replacement | Unification | Portal Content Translation | Web Dynpro | Activity Reports | KM Content | Collaboration Content | Workflow Content

## Portal Content

Browse Search

- administrator
- BO100
- com.sap.ip.collaboration
- com.sap.portal.pcd.admintools.pcd\_inspector
- com.sap.training.TrainSetup
- Content Provided by Nakisa
  - iView Templates
  - iViews
  - Pages
  - Roles
    - Manager Self-Service (Nakisa)
    - Talent Management Specialist (Nakisa)
  - System Templates
  - Systems
- Content Provided by Other Vendors

### Quick Info

ID:

Description:



Overview Manager Self-Ser...

Manager Self-Service (Nakisa) > Performance Management

Display:

Page Content  Page Layout

From the Portal Catalog, select the content you want to add to the page. In the Property Editor, edit the property values of the page and those of its iViews and pages.

	Type	Name	ID	Visible	Fixed
<input checked="" type="checkbox"/>		Performance Management	com.sap.pct.erp.mss.14.performance_management	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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[Show 'Performance Management' Properties](#)