

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:

Appraisal Template:

Start date: End Date:

Tab Configuration Process Configuration

Configure Available Elements

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

(A) Phases & Dates

Configuration Preview (Step)

Title:

Description:

Owner of Process Step:

Start date: End Date:

(B) Step Description

- 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

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

(C) Step Description

Status Change: Description

Save and change status to "Mid-Year Review"

Performance Management 2010 :-)

(A) Title

Planning	Review	Appraisal
31.03.2010	30.09.2010	31.12.2010
Current Task Manager Appraisal	Due Date 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

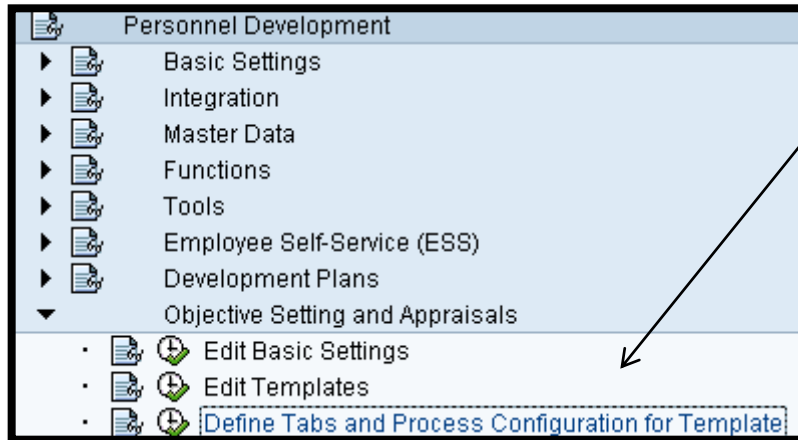
Due Date: 31.12.2010

- 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

IMG

- ▼ 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**

(C) Timeline Text

The screenshot displays a web-based interface for configuring performance management processes. The main window is titled "Performance Management 2011" and includes date pickers for "Start date" (01.01.2011) and "End Date" (31.12.2011). Two tabs are visible: "Time Schedule" (selected) and "Goal Distribution (in Percent)".

Under the "Time Schedule" tab, there are "Expand" and "Collapse" buttons. A section titled "Planning Phase" contains a "Start date" (01.01.2011) and "End Date" (31.03.2011) field, and a "Description" text area. Below this is a link for "Schedule Planning Appointment" with its own "Start date" (01.01.2011) and "End Date" (15.01.2011) fields.

The interface is divided into "Manager" and "Employee" sections. The "Manager" section has a "Title" field containing "Schedule planning meeting with your employees to discuss goalsx" and a "Description" field with "Schedule planning meeting". The "Employee" section has empty "Title" and "Description" fields.

To the right, a separate window shows a "Timeline Text" view. It contains text for "011 Cascade Team Goals" and "011 review meeting with employees and discuss goals". The text includes instructions like "the planning meeting with your employees to discuss goalsx", "Individual, Competency, and Development Goals", "the defined goals, end planning phase, and release document for", "Goal Validity and Achievement of Goals", and "Improve goals, end review phase, and release document appraisal".

Arrows from the "Configure Performance Management Process" menu item and the "Timeline Text" header point to the corresponding elements in the screenshot.

SOTR_EDIT

OTR: Change Concept



Concept

Language	<input type="text" value="EN English"/>
Package	<input type="text" value="PAOC_HAP_PA_PMP_UI"/>
Alias	<input type="text" value="PAOC_HAP_PA_PMP_UI/TASK_TITLE_TEAM_GOALS"/>
Object Type	<input type="text" value="WDYV"/>
Concept	<input type="text" value="48EBC35A2A456207E10000000A421694"/>
Created	<input type="text" value="SAP"/> <input type="text" value="31.10.2008"/>
Last Changed	<input type="text" value="SAP"/> <input type="text" value="31.10.2008"/>

Text

Length	<input type="text" value="150"/>
Text	<input type="text" value="Edit and Cascade Team Goals"/>

(C) Timeline Text

Process Overview

▼ Planning Phase

Due Date: 31.03.2011

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

SE80

Web Dynpro Explorer: Display Web Dynpro Configuration

The screenshot displays the SAP Web Dynpro Explorer interface. On the left, a tree view shows the project structure under 'Object Name', including folders for 'Web Dynpro Applicat.', 'Component Configurations', and 'Application Configurations'. The 'Application Configurations' folder is expanded, showing several configuration objects, with 'HAP_AC_PMP_TIMELINE' selected. Below the tree is a 'Package' dropdown set to 'PAOC_HAP_PA_PMP_UI'. The main area is titled 'Application Configuration HAP_AC_PMP_TIMELINE' and contains a 'Structure' tab. Under this tab, there is a table titled 'Assignment of Component Configurations' with the following data:

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

Navigation buttons like 'Save', 'Restart', 'Display', and 'Test' are visible above the table. The bottom status bar shows 'Done' and 'Local intranet'.

RIGHT-CLICK on ivity

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](#)