

Feedback is an important aspect of Performance Management. When delivered well, feedback helps individuals learn and grow. And for organizations feedback enables expectation setting, monitoring of progress against core values or KPIs which improve productivity. But how are current performance management practices helping?



Here are some results from HR.com's *The State of Performance Management 2019* survey.

9 out of 10 organizations have Performance Management processes.



Only 28% say Performance Management Processes are effective at improving employee performance!

Most HR Professionals think Managers are **not very skilled** at Performance Management.



But Only 39% say Managers have been sufficiently trained.

And 1/3 of HR Professionals are satisfied with Performance Management Systems.

With 12% of top leaders view it as a waste of time!

More top leaders see Performance Management as a **necessary evil** than crucial to the business.

Only 17% view Performance Management to be crucial for overall business performance.

Just 13% see Performance Management as an aid to employee development.

About 1/3 (34%) HR Professionals believe Performance Management system accurately portrays employee performance.

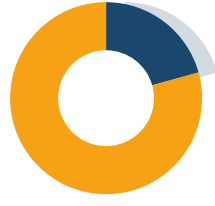
Most Performance Management processes include goal setting and feedback.

Although Managers are seen as not very skilled at Performance Management, **79% of the systems still rely on Managers' ratings** as basis for Performance Management.



Few (28%) Organizations hold managers accountable by assessing actual performance of their direct reports.

With 25% of organizations tracking manager's coaching and/or conversations with employees.



Only 16% of employees rate their manager by how well they manage performance.

Most organizations continue to work with a traditional **annual Performance Review.**



Just 12% have formal appraisals at least 4 times a year.

HR.com's **The State of Performance Management** survey, sponsored by Integral, ran in the second quarter of 2019. There were 354 usable responses from a broad cross-section of employers; ranging from 50 – 20,000+ employees.



With 55% confirming a one-time per year process.

Feedback is essential for personal growth or organizational performance. Yet the traditional annual performance management process is outdated. In today's constantly changing world and growing Millennial workforce a more responsive, on-demand approach is required. Neuroscience shows that by

turning feedback around to employee initiated feedback requests, delivers positive effects: for the individual, manager and organization.

BackFeed+™ is a specialized employee initiated feedback platform, for any device, designed to deliver better faster feedback.

BackFeed+ helps managers provide timely feedback that provides relevant actionable input and lets HR have real-time insights into its usage. Altogether this results in improved employee engagement, enhanced collaboration and increased productivity.