p.a.Plus creates a performance-focused organization throughout the year. The social media inspired interface encourages everyone to participate in communicating achievements and measuring progress towards goals and objectives.

Set goals and capture feedback year-round.

p.a.Plus

Full-circle view for each employee

- Set company, departmental and individual goals

- Employees and Supervisors can enter comments to ensure progress continues throughout the year

- Gather feedback on individual employees from colleagues, subordinates, managers and even external sources

Simple processes and reporting

- Automatically import goals and comments into review forms

- Supports annual and interim performance-based reviews

- Add forms and configure features to support your culture and performance initiatives

- Easily create graphs and spreadsheet reports for the exact data that is important to your organization

- Implementation is easy with set-up, maintenance and upgrades managed by CWS Software

Enhanced communication

- Simple, easy to use interface ensures open communication throughout the year, not just during review periods

- The social media inspired interface is easy to adopt and promotes interaction

Global availability

- The web-based system can be used anytime from anywhere in the world

- Seamlessly integrates with all of The Unity Suite™ solutions including HRIS, TimeOut and TalentComp.

How p.a.Plus Works

p.a.Plus was designed to facilitate setting goals and objectives, capture feedback year-round, guide employee development and enhance employee engagement. It draws on social media concepts to encourage communication and simplify performance evaluations for everyone involved.

My Hub

All users have a Hub page where they can see their goals, development plans or any other topic lists that they are entitled to view. From here they can update their on-going progress and see comments left by their manager or other employees.

The Hub puts everyone in the conversation.

Goals

Employees and managers can set individual goals and objectives or create development plans, then track progress throughout the year.

Comments can be attached when milestones are reached or whenever any activity related to the goal is accomplished.

All goals and comments can be imported into review forms.

Fully Customizable Review Forms

Your business and culture are unique, so your review process and forms should be too. p.a.Plus allows for completely customizable forms and processes to match your exact needs. We can start by simply automating your existing forms, or create something completely new, just for you.

Reports

Administrators can monitor task completion in real time.

As employees and managers complete tasks, the system automatically updates the completion percentage.

Display your review results using fully configurable graphs or export data to excel.