

4 WAYS Performance Management Benefits

THE MANUFACTURING INDUSTRY



HIGH-PERFORMING EMPLOYEES

A key factor in employee retention is an opportunity for employees to develop new or advanced job skills.

The opportunity for continued growth, through training and development, is one of the most important factors in employee engagement.

By using a performance management system, manufacturing companies can review and develop goals with employees on a consistent basis.

Not only will the system allow you to house all of the important information, but it will allow the manager and the employee to track performance towards those communicated goals.



According to Gallup, high-performing workplaces in the manufacturing industry experience **70% fewer employee safety incidents**.

360-DEGREE FEEDBACK

A performance management system with the 360-degree feedback option enabled allows employees to receive feedback from other colleagues and supervisors that may not be conducting the actual review.

It creates more accountability within the workplace as colleagues, not just their managers, are reviewing their performance or lack thereof.

360-DEGREE FEEDBACK ALSO PROVIDES:

- A better understanding of what an individual employee's strengths and weaknesses are.
- Opportunities for managers to assess what training they should conduct with their employees.
- A safer workplace.



COMPANIES THAT INVEST \$1,500+ ANNUALLY

on each employee's training, average **24% higher profit margins** than companies with lower yearly training investments.



24%
Higher profit margins



DEPARTMENT SILOS

Often, manufacturers are disconnected into silos, which makes it difficult to avoid conflicting activities, which could cause a negative impact on company goals.

Performance management systems provide shared insights from personnel on the shop floor, back office, or in the field, **aligning their contributions to higher level goals and promoting better performance.**



One study of senior executives showed only **25% of respondents described their organizations as 'effective' at sharing knowledge across boundaries.**

USING DATA AS A STRATEGIC ASSET

WITH A PERFORMANCE MANAGEMENT SYSTEM IN PLACE:

HR teams are able to gather a plethora of data, such as who their high performers are, where the organization should invest in development, training, processes, and more.

HR teams have greater visibility into the performance of the business and processes as it relates to employees.



The adoption of data-driven HR decision-making rose by **29%**.



71% of companies now see people analytics as a high priority.



31% of companies classify people analytics as very important.

More and more manufacturing organizations are utilizing performance management systems to increase productivity, retain workers and better their bottom line.

