



- Used by Asia's leading budget airline

The **People Performance Manager (PPM)** is a no-frills, integrated online, web-based software application. Focusing on performance, it handles Key Result Areas – KRAs, Key Performance Indicators – KPIs, Competencies and Performance Appraisals as its core function. It also provides supporting functions through an Employee Database, Job Description repository, Staff Attrition analysis and Reports. It can handle users in multiple locations, multiple job levels, diverse job types / job performance areas and different performance appraisal criteria – all within the same application for a single company.

No “one size fits all” – PPM is completely customizable in a very short time to enable rapid deployment as its engine has been built to accommodate multiple combinations of scenarios.

With the ability to support large organisations, PPM comprises the following modules:

Department	Section	Job	Has Competency	Active
*** GROUP QUALITY & SAFETY	GROUP QUALITY & SAFETY	OFFICER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
*** GROUP QUALITY & SAFETY	GROUP QUALITY & SAFETY	REGIONAL MANAGER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	AIRPORT & PUBLIC POLICY	ASSISTANT	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	AIRPORT & PUBLIC POLICY	EXECUTIVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	AIRPORT & PUBLIC POLICY	MANAGER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	AIRPORT & PUBLIC POLICY	REGIONAL DIRECTOR	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	AIRPORT & PUBLIC POLICY	SCHEDULER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIRPORT & PUBLIC POLICY	STRATEGIC PLANNING	SCHEDULER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ANCILLARY INCOME DEPARTMENT	ANCILLARY INCOME	DIRECTOR	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ANCILLARY INCOME DEPARTMENT	ANCILLARY INCOME	EDITOR	<input type="checkbox"/>	<input checked="" type="checkbox"/>

- **Employee database** - can capture employee records either entered directly into the system or interfaced to an existing system.
- Structured **job descriptions** database to streamline the format and contents of all job descriptions.



performance appraisal types can be captured and tagged to different job types in one single system.

Employee Departure Module

Employee Departure Module

- Back to PPM
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- Users

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[Logout](#)

Employee Exit Interview Report

Filter

Select Department: Select Month:

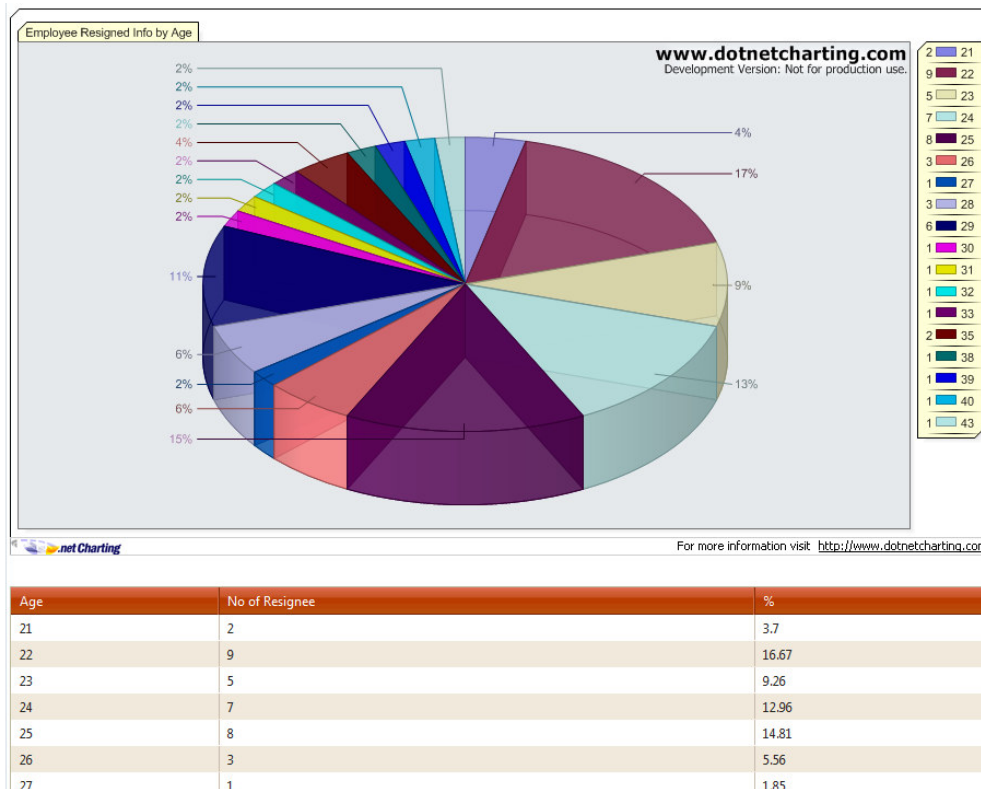
Select Section: Select Year:

Select Job:

Question	Main Reason/Yes	Partly a Reason	Not a Reason/No
Would you recommend a friend/relative to work with AirAsia?	181	0	69
On the whole, did the position meet the expectations of what you were told when you accepted the position?	170	0	82
Are you leaving due to the Nature of Work? (if 'No' move to G)	79	0	173
Promotion/Career Advancement opportunities	74	0	116
Opportunities to widen knowledge / skills	71	0	116
Is the workload too demanding?	66	0	185
Opportunities to apply knowledge / skills	64	0	130
Is your new employer in the same industry?	63	0	189
Is the workload too heavy?	57	0	194
Training & Development opportunities	57	0	128

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- Staff attrition details with Exit interviews captured and analysed



- Multiple **reports** downloadable into PDF or Excel formats

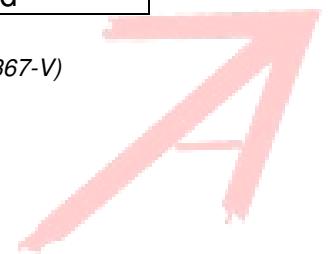
The following matrix summarises the functions, specifications and rationale for the People Performance Manager.

Function	Specifications	Rationale
Employee database	Capturing of details of employees; linked to job position title To be interfaced to other non-proprietary HR applications e.g. Payroll	Complete, consistent & up-to-date employee information records in one Single repository of Data entered at source only once Time savings in entering & retrieving data
Job Description database	Streamlined, structured format of capturing specifications of every job position title Integrated with Competency repository	Consistency and uniformity in setting of job role expectations
Competency repository	Competency descriptions & associated proficiency levels can be tagged to every job position title	Clarity of job task and depth of performance expectations for every job role
Key Performance Indicator (KPI) specified	Multiple KPI levels – Corporate & Dept – tied to different job roles with different weightage assigned Every employee's performance to be KPI-based Performance of individual can be pegged to corporate or departmental goals	People performance to be tied to organizational performance
Electronic Performance Appraisals	Online Performance Appraisal system Different types of Performance Appraisals to be included Self & supervisor appraisal to be done separately Employee performance tied to company / team / individual performance is performance-based; both KPIs & competencies	Cycle-time reduction for performance appraisals Non value-adding administrative time eliminated Subjectivity of appraisals reduced Top performers easily identified Bonus payments easily & quickly computed

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Function	Specifications	Rationale
	Every employee performance rating automatically computed and tabulated Competency gaps identified	Performance improvement measures easily identified & set
Staff Attrition	Electronic record of staff attrition information Captures reasons for employees leaving an organization Exit interviews captured in a structured manner Analysis of staff attrition	Staff retention strategies can be developed
Administrator	Multiple levels of security enabled through this system. It can accommodate multiple security levels	Confidentiality maintained Sensitive information can be protected and properly controlled
Reports	All captured data immediately available with standard reports generated Can be exported to Excel or PDF format	Reduction of time-consuming report generation tasks Allows for time to be spent in analysis & further extrapolation of data for strategic, tactical or operational purposes
System availability for all	Employees based in different locations / countries Web-based to cater for non-office based employees	Unified system available for all
Low cost, running on common, affordable technology platforms	Windows Server 2003 & above .NET Framework 3.5 & above MS SQL Server 2005 & above	

If you share similar requirements, the People Performance Manager is for you. It draws performance from the nuts and bolts of your human capital. No need for frills; just the essentials.

The People Performance Manager is now available at an all-inclusive price:

- Rapid deployment using the default structure and engine – a one month deployment window to get the system going

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- Customisable to meet your specific requirements. A second period of customization after 3 months of deployment to further tailor the tool for your needs
- Interfaces to non-proprietary software applications can be built subject to collaboration with the right resources and sufficient technical expertise
- Server hosting & annual maintenance are optional services

*Asia's largest budget airline, **AirAsia**, uses the **People Performance Manager** as its sole human resource development and performance management system.*

