

Multidimensional performance appraisal

ADVANTECH

Enabling an Intelligent Planet

Promotion Form –Manager

Date:

**Instr
uctio
n**

4. If the nominee is promoting from manager to higher manager, please fill in:

① Strategic thinking : Very Good Good Need other's support No experience

② Recruit & selection skill : Very Good Good Need other's support No experience

③ What training/workshop will you recommend the nominee attend _____

5. Based on the company's Growth Value, please advise what ability need to strengthen by the nominee.

6. Collect comments from 2 or 3 managers/directors in different departments those work closely with this candidate.

Multiple Feedbacks

1. Multiple feedback from cross function is required for management level promotion

2. [Multiple feedback form] is provided in performance appraisal system to collect multidimensional appraisals.

The screenshot shows a web browser window displaying the Advantech eAppraisal system. The browser tabs include 'Employee Portal - Homepage', 'Advantech ACL : eAppraisal', and 'eManager - HR Dashboard - R'. The address bar shows the URL 'employeezone.advantech.com.tw/eAppraisal/eProfile/ep-menu.asp'. The page header features the Advantech logo with the tagline 'Enabling an Intelligent Planet', the 'eAppraisal (Confidential)' title, and user information for 'jenny.chang@advantech.com.tw' with links for 'Home' and 'Logout'.

The main content area is titled '績效考核' (Performance Appraisal) and is organized into several sections:

- 我的考核** (My Appraisal):
 - 我的工作目標設定 My Work Goal
- 主管專區** (Supervisor Area):
 - 職能主管評分
 - 第二層主管覆核
 - 職能評分表 (Competency Form)
 - **Multiple Feedback Form** (highlighted with a red box)
 - IDP Evaluation
 - 主管績效評分 (Middle & Young Level)
 - 主管績效評分 (High-level)
 - 主管績效評分 (Other RBUs)
 - 我的工作目標設定 Work Goal for staff
- HR專區** (HR Area):
 - 啟動考核
 - HR覆核
 - 下載績效評分結果
 - 分層制分布比例設定
 - Maintain record settings
 - Check 3-mth confirmation status
 - 上傳GM核准之考核結果
 - Change User (Note: To change user, you will be auto logged out first before able to access into other user account.)
- 考核報表管理** (Appraisal Report Management):
 - 查核報表
 - Comments Report
 - Performance Goal Report
 - 績效成績分布表
 - IDP report