1 **In reference to Schedule "B", page 66 of 82 – Application Enhancements, project cost**
2 **$766,000:**
3
4 **Q.** **Please advise as to how "improved access to employee information to enhance**
5 **employee performance management" is to be undertaken and assessed. Please state**
6 **the current problems encountered with "employee performance management".**
7
8 A. This project will activate the Education and Training and Performance Management
9 Results functions of the Company's human resources information system. Access to
10 these functions will facilitate identification and analysis of training and development
11 needs of employees. Easier access to this information will improve the process of
12 managing employee training and development so that it meets the requirements of the
13 Company.
14
15 The current problem with the human resources information system in relation to
16 employee performance management is that performance indicator data for individual
17 employees is now stored in an Excel spreadsheet that is not integrated with the employee
18 data in the human resources information system. Integrating this data with the human
19 resources information system will improve the efficiency of the process of reporting and
20 analyzing this information.