



press room

Surveys



FOR IMMEDIATE RELEASE

RECENT SURVEY OF HR PROFESSIONALS INDICATES USE OF THE SAME PERFORMANCE-MANAGEMENT PROCESS ACROSS DIFFERENT LEVELS WITHIN THE ORGANIZATION

High percentage of respondents indicate a formal second-level review takes place before sharing results with the employee

Norwalk, CT. --- (June 27, 2006) --- ERC Dataplus, a leading HR technology company, and *Human Resource Executive* magazine announced the results of their May survey covering "Performance-Management Practices and Results." Two-thirds of the survey respondents use the same performance-management process across different levels within their organizations. Of those that did use the same process forty-one percent reported that senior management performance was based on business goals and results; thirty-eight percent identified individual performance results as the basis; and twenty percent indicated the basis was behaviors and values.

A large percent of the respondents (fifty-eight percent) reported having a formal process in place where performance goals are cascaded down from senior management.

Fifty-two percent of the survey respondents reported preparing managers to implement the performance-management process using locally customized face-to-face training. Forty-eight percent reported using PowerPoint or print packages.

The results of the entire survey may be seen by going to www.erccataplus.com/hrexecutive/results.htm.

ERC Dataplus and *Human Resource Executive* poll HR and affiliated professionals on a different topics at various times throughout the year. To participate in the next survey covering, please periodically go to www.erccataplus.com/hrexecutive/. The results of May's survey are already posted on the website and will be reported in the magazine in July.

About ERC Dataplus

ERC delivers client-centric, state-of-the-art Internet and Interactive Voice (IVR) solutions for recruiting and employee surveys, and through ARGOS Assessment Company, multirater assessments. Its applications are modular in design to allow companies to select what they need; when they need it.

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www.ercdataplus.com or call 1-888-ERC-CORP (372-2677).

About ARGOS Assessment Company

ARGOS Assessment Company, a division of ERC Dataplus is the multirater scoring company for organizations with active employee development programs. ARGOS® Multirater Assessments is the most functional, cost-effective data collection, scoring and delivery system available. It offers medium and large organizations the accuracy, ability to configure, and delivery speed to meet their tactical and strategic multirater assessment needs. AAC is the only company that offers integrated, proprietary Internet and/or IVR (telephone) data collection to insure that all employees, including those without Internet access, can participate in feedback programs.

To learn more about AAC and how its technology experts can help you with a more effective, affordable multirater feedback program visit www.argos360.com or call 1-888-ARGOS360(274-6736).

About *Human Resource Executive*®

Human Resource Executive® was established in 1987 and continues today as the premier publication focused on strategic issues in HR. Written primarily for vice presidents and directors of human resources, the magazine provides these key decision-makers with news, profiles of HR visionaries and success stories of human resource innovators.

Additional information about *Human Resource Executive*® is available at www.hreonline.com.

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