

Implementation of Digital Performance Management  
system in a multispecialty hospital : A key result based  
tool for data driven performance tracking



About Digital PMS

# Overview

- Talent Management approach to identify, nurture, and retain skilled professionals.
- The System promotes shift from traditional PMS to Modern PMS
- A standout feature of the system is its integration with a Business Intelligence (BI) tool.

Competency Type	Competency Description	Competency Purpose	Status
DELIVERING VALUE – MAKING MONEY-RESULTS	1. Rewarding people for trying new things rather than punishing them for mistakes. 2. Having a clear idea of what works in the marketplace. 3. Encouraging people to challenge the status quo and seek alternative solutions.	Innovation Management	Active
DELIVERING VALUE – MAKING MONEY-RESULTS	1. Demonstrating extra ordinary level of energy and effort. 2. Getting things done without delay. 3. Establishing high performance goals and standards.	Drive for Results	Active
DELIVERING VALUE – MAKING MONEY-RESULTS	1. Giving people a clear-cut decision when they need one. 2. Solving immediate problems without sacrificing longer term results. 3. Focusing your time and energy on the most important Priorities	Timely Decision Making	Active
	1. Making decisions based on what's Best for the customer.		

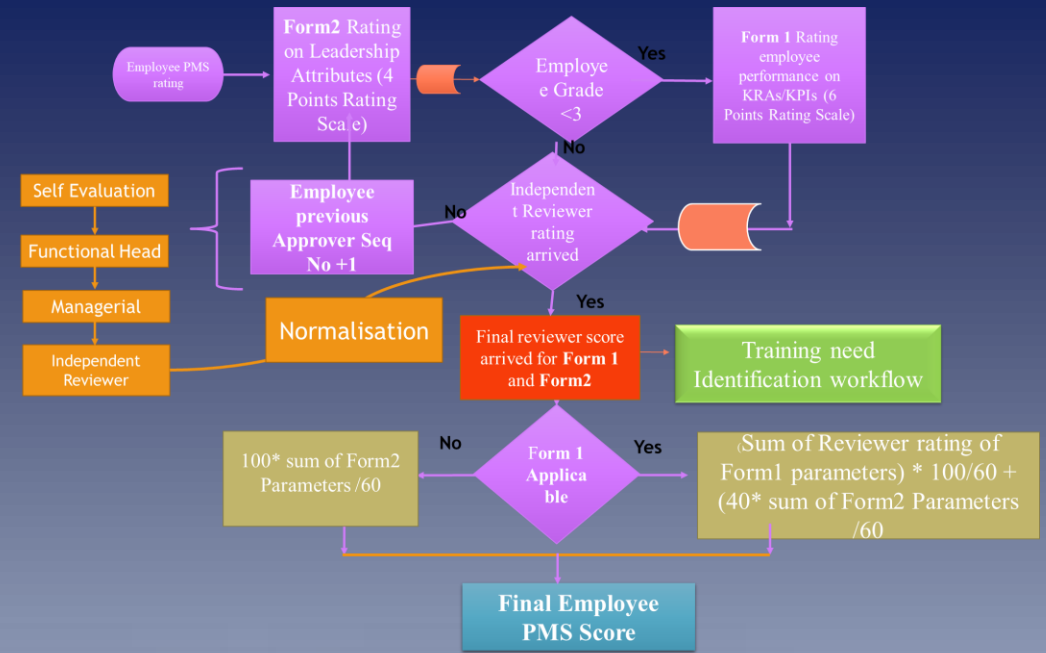
Leadership Attributes

Key Results Area

Key Result Areas/  
Key Performance Indicators



Multi

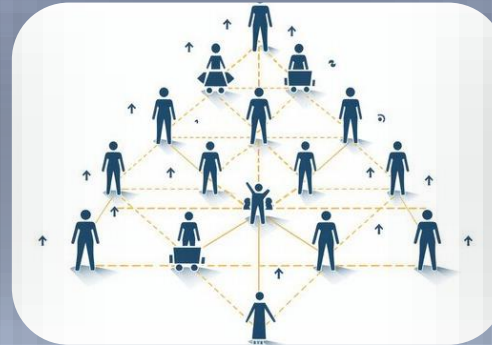


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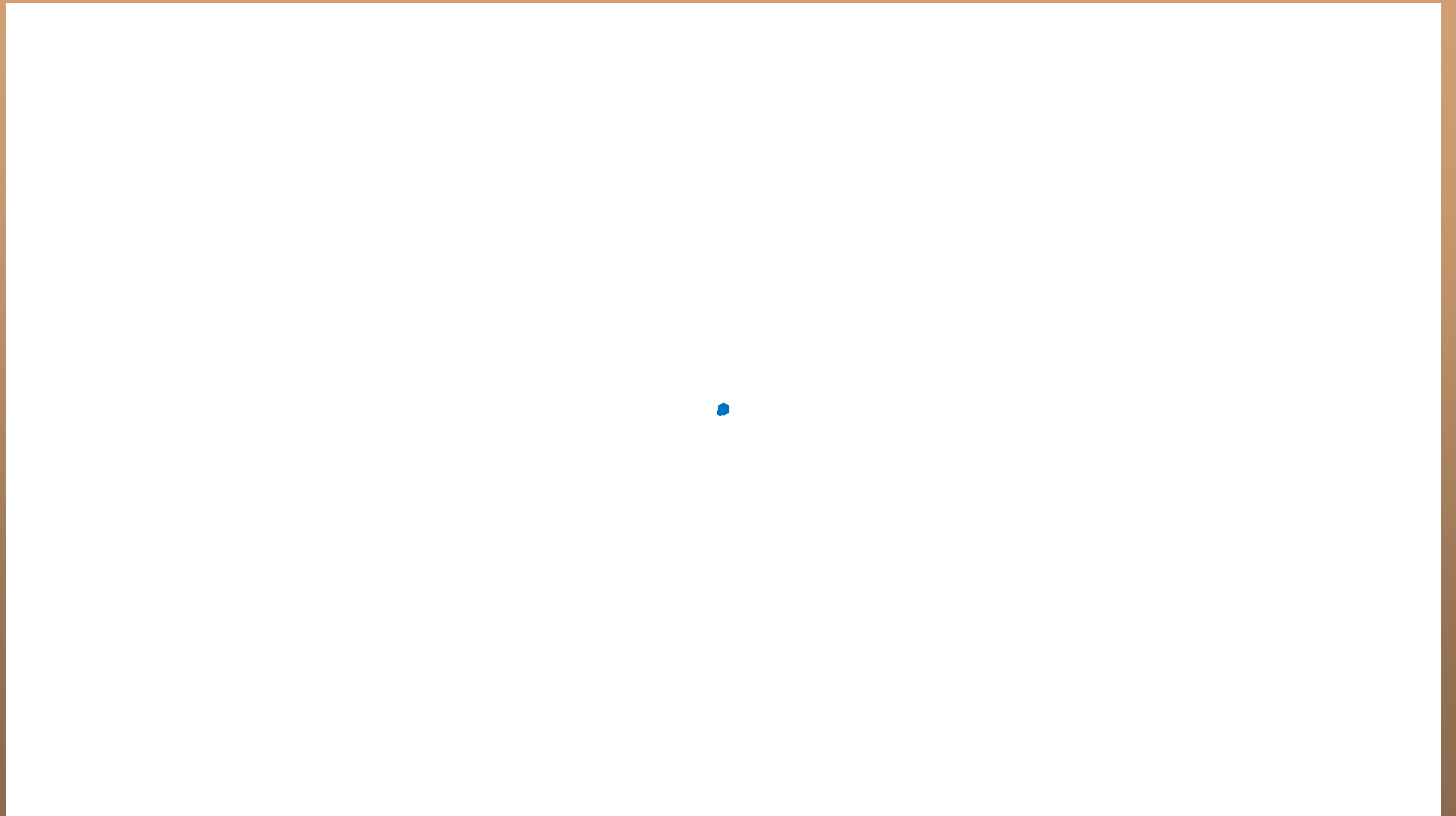
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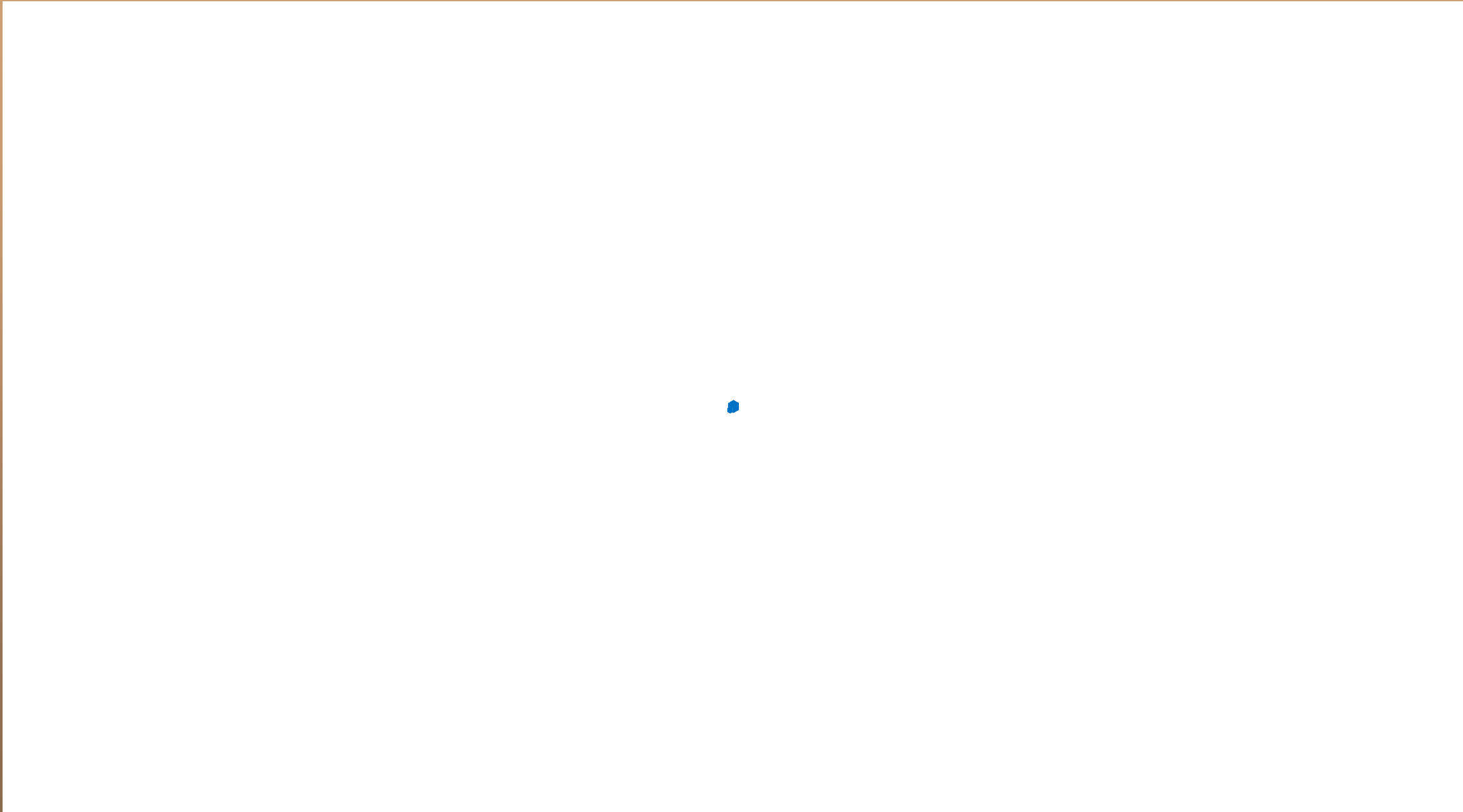
Multilevel workflow



Training need identification



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- Promotion and talent management
- Identified individual and Team performance.
- Talent management and succession planning was implemented, where staff members with higher potential were promoted as Team Leaders.
- Training needs identified were addressed using Digital LMS Platform which focuses on Employee development and to achieve the strategic goals.

