

# Introduction to Career Conversation

The Career Conversation Module is a new addition to the HR System. This is a “lighter” version of Performance Management that focuses on a conversation between the employee and his manager. The employee’s role profile is discussed and the main focus is on the key performance areas, key performance indicators and competencies. These KPA’s, KPI’s and Competencies are marked as Start, Stop and Continue and all items selected with an output of Start and Stop will form part of the employee’s Action Plan.

Below is a comparison between the Performance Management and Career Conversation Module.

Career Conversation Module	Performance Management Module
<ul style="list-style-type: none"><li>• KPA's and KPI's are pulled through from the Job Profiler Module</li></ul>	<ul style="list-style-type: none"><li>• KPA's and KPI's are not pulled through from the Job Profiler Module, but can be either selected from a library or manually added</li></ul>
<ul style="list-style-type: none"><li>• Competencies are pulled through from the Job Profiler Module</li></ul>	<ul style="list-style-type: none"><li>• Competencies are added to the Performance Contract and can be imported from the Job Profiler Module</li></ul>
<ul style="list-style-type: none"><li>• Each KPA, KPI and Competency item are marked as a Start, Stop or Continue</li></ul>	<ul style="list-style-type: none"><li>• KPA's, KPI's and Competencies are rated and approved</li></ul>
<ul style="list-style-type: none"><li>• Only two (2) sections are available on the Career Conversation Module - Key Performance Areas and Competencies</li></ul>	<ul style="list-style-type: none"><li>• Five (5) sections are available on Performance Management which can be switched off with settings, these sections include: Key Performance Areas, Stretch Targets, Values and Behaviours, Leadership Behaviours and Competencies</li></ul>
<ul style="list-style-type: none"><li>• An Action Plan is created with the Start and Stop items. On this Action Plan, training can be identified</li></ul>	<ul style="list-style-type: none"><li>• No Action Plan is created. Training on each KPI can be identified which is pulled through to the PDP Module</li></ul>

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