CODD07 - Building a Job Review App

Many companies conduct annual reviews with employees to discuss their achievements during the past year, and to identify targets and development opportunities for the following year.

There are many Employee Performance Management systems on the market, but most suffer from the inability to deliver a truly continuous feedback process for employees, and from the lack of genuine and meaningful 360 degree input from a range of people who have been close to the employees' work.

The objectives of this project are to build a continuous feedback system which will enable employees to easily record their day to day achievements against competencies “as they go”, for immediate notification to all reviewers. This could be achieved via an alert mechanism that is supported by mobile phone native app notifications and dashboard reporting of achievements to be scored. The system should allow peer groups, clients and other 3rd parties, to record their feedback - this could be achieved by the introduction of a social ratings system. Peers and the client can often be closer to the employee’s performance than line and project managers, and the introduction of a social “rating/comment/discussion” system that is integral to the process could provide better evidence of the employee’s performance over the course of the year.