

Measuring the appropriate metrics is the first step towards achieving business excellence. Performa (KPI) System is a powerful tool designed to assist business entities in monitoring, evaluating, and accomplishing their strategic objectives. Make decisions easier and spur growth with insights that can be put into practice.

KEY FEATURES

- Goal Setting & Alignment
- Continuous Feedback & Collaboration
- Performance Reviews Made Easy
- Data Integration
- Analytics & Insight
- Alerts & Notifications



CONTACT US



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HIGH EMPLOYEE PERFORMANCE



Effectively managing employee performance is essential to attaining organizational success in the fast-paced business world of today. Performa (KPI) System is intended to improve employee engagement, expedite performance reviews, and boost productivity throughout your company.

KPI MANAGEMENT

- **KPI Management**
- **Self-Observation/Review**
- **KPI Blueprint**

ANNUAL KPI ACHIEVEMENT BLUEPRINT 2025												
BLUEPRINT OWNER : AHMAD ISHAK												
LEVEL : SENIOR												
DEPARTMENT:MAIN OFFICE TOP MANAGEMENT												
POSITION : GENERAL MANAGER TOP MANAGEMENT & HR												
GROUP	PERFORMANCE DIMENSIONS	NO.	KPI	WEIGHTAGE	SUB WEIGHTAGE	TARGET (%)	REAL ACHIEVEMENT (%)	UNIT	ACHIEVEMENT PERCENTAGE	AVERAGE	WEIGHTAGE SCORE	DIMENSION SCORE
JOINT DEPARTMENTAL RESPONSIBILITY	DEPARTMENT COMPETITIVENESS	1.0	PERCENTAGE OF KPI ACHIEVEMENT OF MAIN FUNCTIONS DEPARTMENT	20		100.00	88	%	88	88	17.6	17.6
		2.0	SPECIFIC KPI	70								
DEPARTMENT SPECIFICALLY	EFFICIENCY AND EFFECTIVENESS OF SERVICE DELIVERY DEPARTMENT	2.1	COMPANY'S EMPLOYEES MANAGEMENT	70	50	100.00	90.00	%	90	90	45	62.29
		3.0	EFFECTIVE ORGANIZATIONAL MANAGEMENT		5	100.00	85	%	85	85	4.25	
		4.0	IMPLEMENTATION OF KPIS WORK		5	100.00	88	%	88	88	4.4	
		5.0	IMPLEMENTATION OF KPI SYSTEM		5	100.00	87	%	87	87	4.35	
		6.0	IMPLEMENTATION 7 DAYS COURSE		5	100.00	85.71	%	85.71	85.71	4.29	
		7.0	PERSONAL EFFECTIVENESS		10							
PERSONAL EFFECTIVENESS	TRANSFORMATIONAL LEADERSHIP QUALITIES (SENIOR/MID-LEVEL)	7.1	TRANSFORMATIONAL LEADERSHIP QUALITIES	10	10	100.00	93.00	%	93	93	9.3	9.3
FINANL EDIT DATE: 19/02/2025												
ACHIEVEMENT		OVERALL MARKS		89.19				89.19 OVRT 2025				
		RATING		<74%	<84%	<94%	>94%*					

USER MANAGEMENT

- **Department Configuration**
- **Tier Configuration**
- **Officer Configuration & User Details**
- **Supervisor Configuration**

Supervisor Configuration > Officer List

Officer List

Supervisor Name : Munif Manaf

Department : IT DIVISION

Please choose Officers under Supervisor Munif Manaf

Search:

No.	Officer Name	IC No	Department	<input type="checkbox"/>
1	Ahmad Reza	960824156788	IT DIVISION	<input type="checkbox"/>
2	Alvin Lim	960824156787	IT DIVISION	<input type="checkbox"/>
3	Sanjay Kasturi	960824156786	IT DIVISION	<input type="checkbox"/>

Show 1 to 3 from 3

10

Cancel Officer Configuration

Officer Configuration

Settings

SYSTEM MANAGEMENT

- **KPI Type**
- **Unit Measurements**
- **Email & Notifications**
- **Calendar**
- **Audit Trail**

Add

Title	Start Date	End Date
KPI Session 1 2025	12/01/2025 04:31 PM	12/01/2025 06:31 PM
KPI Session 2 2025	14/01/2025 12:28 PM	03/02/2025 11:59 PM

Cancel

Save

DASHBOARD

Remaining Lock-in Days

KPI Session 1 2025

0 Day

5 Hour

3 Minute

26 Second

OFFICER'S PROFILE

AHMAD REZA
DEPUTY HOD IT
IT DIVISION
JUNIOR

SUPERVISOR

MUNIF MANAF
HOD IT
IT DIVISION
TOP MANAGEMENT

MAIN PERFORMANCE INDICATOR

Year 2025

92.14%

ACHIEVEMENT SCORE

KPI Session 1 2025

On Target (OYT 2025)

92.14%

Observation Status > Done

Efficiency and Effectiveness of Service Delivery Department	64%
Transformational Leadership Qualities (Junior Level)	100%
Department Competitiveness	100%
OVERALL MARKS	92%

Q1 2025 <74%

Q2 2025 <94%

Q3 2025 <94%

Q4 2025 94%+

PERFORMANCE MONITOR

KPI Session 1 2025

92.14%

- [Dashboard](#)
- [KPI Management](#)
- [User Management](#)
- [System Management](#)
- [User Satisfaction Management](#)
- [Report](#)
- [Log Out](#)

DASHBOARD

Observation Year 2025 | User Manual | Chat | Announcement | ADMIN PATHAN
GENERAL MANAGER TOP MANAGEMENT & HOD

OFFICER	SUPERVISOR	SUPER ADMIN
Officers 16	KPI Done 6 from 16 37.5 %	KPI In Progress 10 from 16 62.5 %

PERFORMANCE BASED ON LEVEL

RATING

6%	Below Targets 2025 (BT 2025)	1 from 16
6%	On Target 2025 (OT 2025)	1 from 16
15%	Over Target 2025 (OVT 2025)	3 from 16
0%	Oovrly Target 2025 (OVLST 2025)	1 from 16

USER SATISFACTION

5 from 16
Observation Status > Done
31%

11 from 16
Observation Status > In Progress
69%



REPORTS

- Overall Marks & Individual Marks
- User Satisfaction
- Achievement Score By Department

USER SATISFACTION

Observation Year User Manual Chat Announcement ADMIN FATHI GENERAL MANAGER TOP MANAGEMENT & HR

User Satisfaction






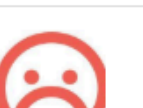



All Department

Department	S1	S2	S3	S4	S5	S6
MAIN OFFICE TOP MANAGEMENT	2.0	2.0	3.0	1.0	3.0	1.0
IT DIVISION	2.0	3.0	2.0	3.0	3.0	3.0
FINANCE DIVISION	1.0	1.0	2.0	1.0	2.0	3.0

USER SATISFACTION

Questionnaire form

Questionnaire to obtain user feedback on the use of the KPI System. Proceeds will be used to improve the system and support services for users in the future

Questionaire	Assessment
Understanding	
1.The method of using the KPI System is easy to understand	<div>  Very Agree </div> <div>  Agree </div> <div>  Not Agree </div>
2.There is no KPI system access problem	<div>  Very Agree </div> <div>  Agree </div> <div>  Not Agree </div>
3.I am satisfied with the quality of the KPI system	<div>  Very Agree </div> <div>  Agree </div> <div>  Not Agree </div>