

# PMS for SMEs: More than an Excel sheet and a HR Executive



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For Mr. Shriprakash Pandey, Chairman and MD of Commtel Networks Pvt. Ltd, acquisition of a Performance Management System was more than a case of call of quotations and purchase scenario. His objective was very clear. If a PMS needed to be successful, it needed to capably translate organizational business objective as individual goals and link people to organizational goals.

"Performance Management System, nowadays, is treated as a tool used only for the purposes of individual performance postmortem. An efficient management tool whose role, today, has been limited to calculation of increment percentages. Seldom do organizations and leaders realize that, if PMS is used efficiently, it not only assists in capably cascading organizational deliverables as personal KRA's and KPI's but will also help in keeping continuous track of goals achieved and provide ability to identify performance related challenges early. We felt inclusive growth of people and organization is critical towards long term sustainability of the business" he says.

"The solutions that were readily available in the market were either lacking in Enterprise Performance Management linkage or were too elaborate and expensive for our existing need. We were searching for a solution that would fit in our requirement and more", he continues. "It was not only the immediate requirement, but we also had to focus on long term business need and growth projection of Commtel. We have demonstrated an average YoY growth of 40% since 1998 and are getting better every year. Continuous growth means constant acquisition of manpower, increase in number of processes and complexity of Performance Management. We had to choose a system that was not too overbearing on crucial resources but gave the flexibility of expansion as and when required without compromising on stability or functionally". "In our search for the ideal PMS, we came across ePeoplePower. A few demonstrations and detailed customizations later, today, we are efficiently linking, tracking and bettering

our organizational and individual performance with ePeoplePower", he concludes.

ePeoplePower by CEO Infotech is a leading Performance Management System which brings in efficient, scalable and sustainable management capability for SMEs. Built on the basis of Scorecard, ePeoplePower integrates Enterprise Performance Management with Individual Performance / Responsibility Allocation and Management.

Mahendran K, Head of CEO Infotech says "ePeoplePower capably fills in the requirement of PMS for SMEs. We had noticed that most SMEs express their requirement for a capable system that can handle all their Performance Management requirements, but shy away when offered solutions which are readily available in market. SMEs have unique needs and constraints. Solutions available in market catered well to requirement of organizations which were happy with organic growth, faced little or no attrition and had a static operational strategy with limited competition. SMEs traditionally operate on a different ground. SMEs always target inorganic growth, face tremendous talent management & retention challenges and have dynamic operational strategies to be ahead of the pack. Measuring individual and organizational performance transparently, efficiently and on a timely basis becomes all the more critical for SMEs" he elaborates. "This experience and understanding of SMEs inspired us to build ePeoplePower. The process of building a scalable and economical system was assisted by our decade long OD intervention experience for SMEs and Large Scale organizations. Today, we offer three variants of ePeoplePower. These variants cover any Performance Management requirement of our clients. However, we ensure that we study requirements of our clients in detail and customize the solution in consultation with client representatives".

Indeed, today, efficient PMS for SMEs is more than an excel sheet and a HR Executive.

*Information about Commtel can be found at [www.commtelnetworks.com](http://www.commtelnetworks.com)  
Information about CEO Infotech can be found at [www.ceoinfotech.com](http://www.ceoinfotech.com)  
Information about ePeoplePower can be found at [www.epeoplepower.com](http://www.epeoplepower.com)*