

The ROI of Employee Performance Management Software



When applied consistently and judiciously, effective performance management programs and tools improve retention, increase job satisfaction, and significantly boost organizational performance, underscoring a strong correlation between investment and results.



Financial Performance

1.5x
outperformance

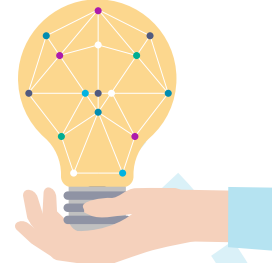
Companies using performance management programs are 1.5x as likely to outperform competitors financially.¹



Employee Productivity

1.25x
increase

Organizations adding performance management programs are 1.25x as likely to experience higher employee productivity.¹



Talent Management

22%
outperformance

Organizations with good talent management outperform peers by 22%.²



Company Revenue

50%
higher per employee

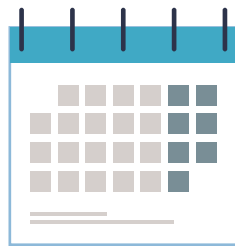
Effective talent management practices produce nearly 50% higher revenue per employee.³



Time Savings

2 hours/
review

Companies using emPerform to automate performance reviews saved an average of 2 hours per review compared to manual processes (emPerform survey, 2021).



Cost of Turnover

30-400%
of employee's salary

Replacing employees incurs significant costs: entry-level (30-50% of annual salary), mid-level (150%+), high-level (400%).⁴



Recognition Impact

4-5x
increased engagement

Proper recognition leads to 5x more connected employees to company culture and 4x more engaged employees.⁵



Goal Achievement

3.6x
more committed

Goal-oriented employees are 3.6 times more committed to their organization.⁶



Goal Alignment

10x
more likely to be motivated

Workers who know how their goals connect to the larger mission are more inspired and are 10 times more likely to feel motivated.⁶



Employee Engagement

Higher earnings & productivity

Companies with high employee engagement report 27% higher earnings and 38% higher productivity.⁷



Feedback Importance

Increased engagement

Regular feedback makes employees nearly three times more likely to be engaged in their work.⁸

76%
of employees want at least monthly performance reviews and feedback.⁹

4 out of 10
workers are actively disengaged when they get little to no feedback.¹⁰

60% of respondents said they want feedback on a daily or weekly basis.¹²

More than **75%** of respondents said feedback is valuable to their work.¹²

(Almost all) **97%** of Gen Z is open to receiving feedback, and 67% want it in a timely constructive manner throughout the year.¹¹

Get a Return on Your Performance Management Software Investment

Performance management is critical to a company's success. Investment in performance management software and processes pays dividends in talent retention, reduction in turnover, improved engagement, productivity, and bottom-line profits.

But to achieve the greatest return, it is critical to choose the right software for your needs. Finding the right platform that offers the tools, support, and price model that works for you can make an impact on your ROI.



Get your buyer's guide, outlining the questions and considerations you need to choose the best software.

Learn how emPerform can engage your talent and enhance ROI.

Book your demo today!

¹ <https://www.whco.com/en-us/news/2022/12/employers-are-reshaping-performance-management-and-pay-programs>
² <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-talent-management>
³ <https://zipdo.co/statistics/talent-management/#~:text=Companies%20that%20excel%20in%20talent,practices%20and%20enhanced%20revenue%20generation.>
⁴ <https://mgmworkforce.com/employers/employee-retention-costs/>
⁵ <https://buckleuprewards.com/blog/workplace-statistics-trends/>
⁶ <https://www.biworldwide.com/research-materials/blog/four-keys-to-goal-setting/>
⁷ <https://hiredna.com/increase-productivity-by-38-and-profits-by-27-with-an-employee-engagement-strategy/>
⁸ <https://www.gallup.com/workplace/249332/harm-good-truth-performance-reviews.aspx>
⁹ <https://truqu.com/en/blogs/expectations-performance-management-in-2017-infographic/>
¹⁰ <https://blog.clearcompany.com/mind-blowing-statistics-performance-reviews-employee-engagement>
¹¹ <https://www.prnewswire.com/news-releases/failure-drives-innovation-according-to-ey-survey-on-gen-z-300714436.html>
¹² <https://business.linkedin.com/talent-solutions/blog/trends-and-research/2016/5-Employee-Feedback-Stats-That-You-Need-to-See>