Employee Performance and Rewards Lite

Benefits

- **Improves scheduling** by leveraging actual behavioral data to assign employees to shifts
- **Provides deep insights** into important operational performance characteristics of employees
- **Improves employee motivation** and drives better behaviors and retention

According to a 2022 Gallup Poll, 54% of Gen Z employees, slightly higher than any other generation, are ambivalent or not engaged at work. Gen Z and Millennial employees have been raised in an instant-reaction world of likes and social media. To be more engaged at work, they value constant, immediate, readily available information and feedback – something they rarely receive as hourly employees. Businesses need to leverage performance management tools that help provide continuous and transparent feedback to retain and engage these employees.

THE LEGION SOLUTION

Legion WFM generates granular activity data based on employee scheduling and time & attendance activities. These employee activity data sets, such as shift claims, swaps, clock-ins, and clock-outs, make it easy for managers and Ops teams to track key performance indicators tied to engagement and timeliness.

Employee Performance and Rewards (EPR) Lite is a feature within Legion WFM that provides managers with key datasets that automatically measure an employee's daily performance so they can share quantifiable feedback. By giving hourly employees regular feedback on their performance and augmenting their annual reviews to identify development areas, they can improve their skills and increase engagement.

Measure Employee Performance Quantitatively

Legion WFM provides extensive data to help managers measure employee performance and quantitatively drive value. For example, using actual behavioral data can improve scheduling, not just with skills and preferences but also by deprioritizing open shifts for employees who are often late. Managers can also use the data to drive improved employee behavior.
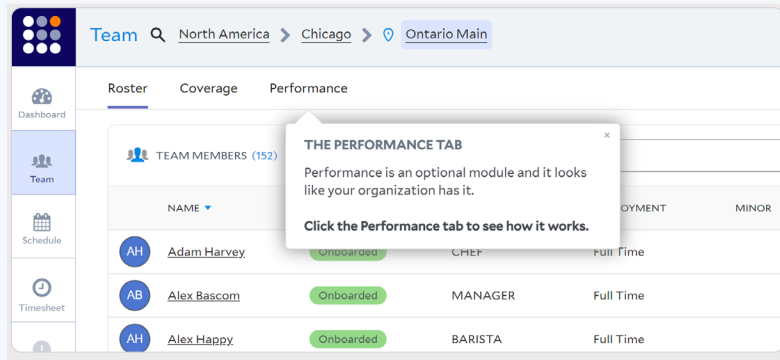
HR Team Capabilities

- Managers can use global and regional templates to apply consistent employee assessments based on objective performance data.

- Utilize customizable Skill and Rewards badges and recognize team members.

Reward Badges are awarded to employees based on their scores within an assessment period. These badges are automatically removed at the beginning of the next assessment period. Reward Badges will be visible to managers, employees, and personnel having access to the leaderboard.

Manager Capabilities

- Track employee performance and rewards through a bespoke dashboard

- View and manage employee performance by work role

- Use trend analysis to identify challenges and opportunities for your team

- Review and adjust scores for team members

- Manage performance trends with real-time data
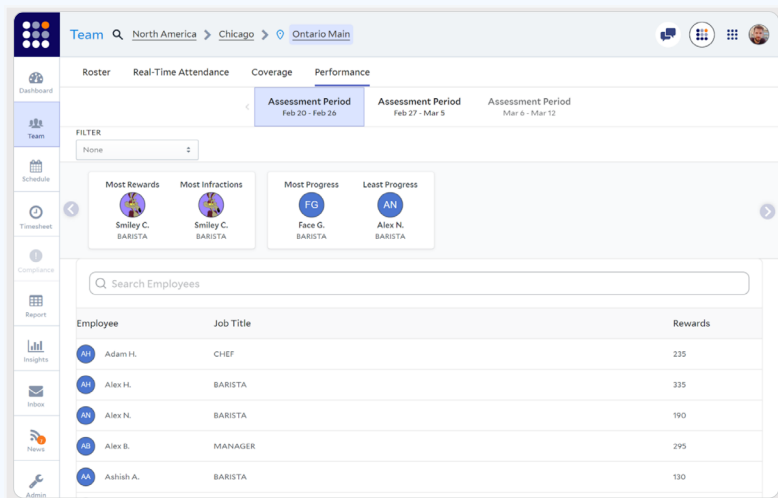
With Legion Time and Attendance, Automated Scheduling, and EPR Lite, you have the data to provide daily feedback that motivates employees and helps increase retention in a high-turnover environment. You can easily share kudos or rewards with employees when coupled with Legion Frontline Communications.

Related Products

- Time and Attendance
- Automated Scheduling
- Legion Time Clock

Learn more about how Legion can help you develop, reward, and retain your employees.
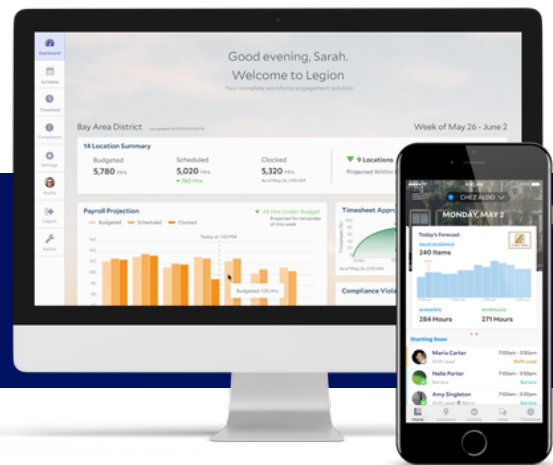
About Legion

Legion Technologies delivers the industry's most innovative workforce management platform. It enables businesses to maximize labor efficiency and employee engagement simultaneously. The Legion WFM platform is intelligent, automated, and employee-centric. It's proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love. For more information, visit https://legion.co and follow us on LinkedIn.

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