



The LS 360 Degree Appraisal System



LS SOFTWARE



HR Services

Appraisals and Surveys

BPO Services

Financial and HR Processing and Outsourcing

IT Solutions

Web Application Development

Client/Server Applications

Product Development

Established in 1989, LS Software started offering IT outsourcing services 15 years ago. And, today, we deliver a portfolio of IT, HR and BPO services to leading organizations from all sectors.



360 Degree Appraisal

We pioneered outsourced online 360 degree appraisal services in India in 1996. And, today our 360 appraisal clients include many reputed organisations and HR consultants.

In fact, one of the world's leading HR specialists AON Hewitt (formerly Hewitt Associates) has been utilising our expertise for scores of appraisals for their clients for years now.

"LS has done a great job in implementing a 360 degree sales capability survey that we just finished doing for a client. We surveyed around 5,500 employees across 20 locations, questionnaire and feedback collected in 7 languages. I am very satisfied with the quick turnaround time, flexibility and great attitude of the team!

We enjoyed working with LS and will definitely work with them in the future. "

Bernice Yu
Consultant
Hewitt - Hong Kong





360 Degree Appraisal

With over 90 percent of Fortune 1000 companies using 360° Appraisals, it is internationally recognised as the most reliable tool for employee appraisal and performance management



Why opt for 360 Degree Appraisal

It is the ideal tool to identify strengths and weaknesses of employees or a division or the organization for:

- Reliable management evaluation/assessment
- Improved organizational & employee development
- Better team development
- Comprehensive & reliable multi-channel feedback
- Remuneration qualification
- Better customer service
- Discrimination risk reduction
- Promotion/layoff qualification



"With ICICI Firstsource employees spread across the globe, any appraisal program that we undertook had not only to adhere to the highest quality, but also have the capability to encompass multi-location respondents. The LS 360 degree program has proved more than capable in meeting both requirements."

Aashu Calapa
Vice President- Human Resources
Firstsource



The Benefits of 360 Degree Appraisal

To the Organization :

- Reinforced corporate culture with linking of survey parameters to organizational leadership competencies and company values
- Better career development for employees
- Fostering promotion from within
- Improved customer service with customers joining the evaluation process
- Effective, focused training



The Benefits of 360 Degree Appraisal

To the individual:

- Quantifiable data on soft skills
- Uncovering blind spots
- Feedback for improvement
- Better performance and career development

To the team:

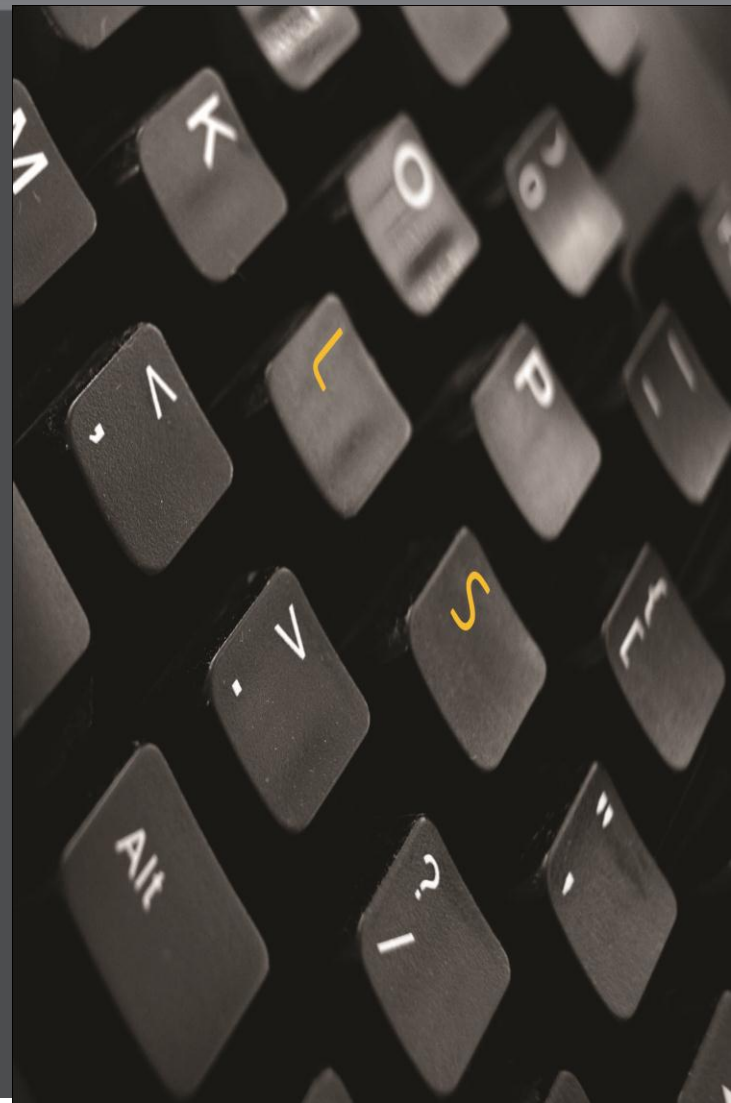
- Higher levels of trust and communication
- Better team environment
- Increased team effectiveness



Why LS Software ?

LS guarantees unmatched expertise and technological prowess developed with more than a decade of appraisal services !

And, we take full responsibility for Development, Deployment, Administration and Analysis of a totally customized LS 360 degree appraisals for our clients.





Why opt for LS 360 Degree Appraisal ?

LS 360 degree appraisal also means :

- Minimum administrative back-end time from your organization
- Optimal flexibility & customization to suit your specific needs/analysis
- Highly reliable reports
- Clear presentation of training needs
- Graphical analysis enabling easy comprehension



Appraisal Parameters

Appraisals are done on client-specified appraisal parameters like:

- Customer Orientation
- Influencer
- Champion of Innovation
- Positive Climate Creator
- Legacy Builder
- Respected Leader
- Organisational Sensor
- Collaborator



Appraisal Reports

Some of the reports we offer are:

- Comparison with Best and Average-in-Class
- Comparative Analysis of Ratings
- Distribution of Ratings
- Qualitative Analysis
- Importance of Rankings
- Perception Gap Analysis
- Bias Analysis
- Strength/Areas of Development Analysis

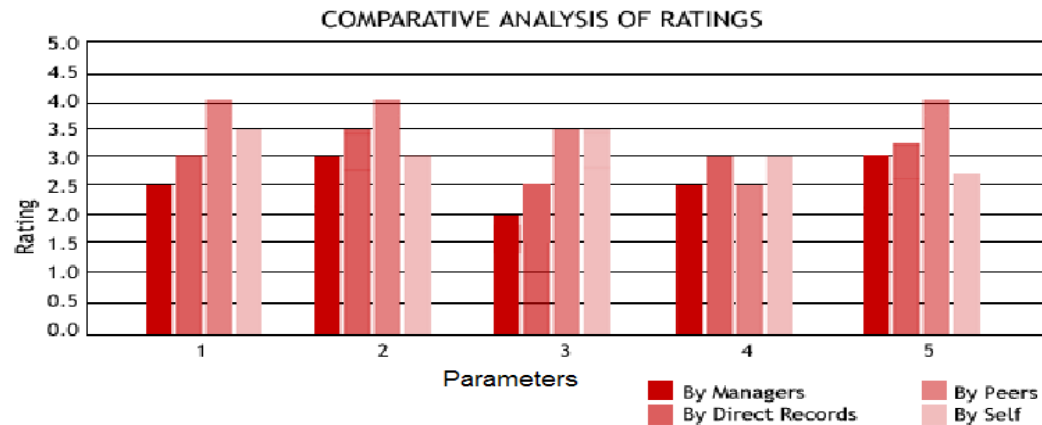


Top Management Reports

Additionally, LS also provides an executive summary of analysis and reports for the Top Management, which includes:

- Top Performers of the organization/division/location
- Strength/Areas of Development Analysis of the organization/division/location
- Order of Competency of the organization/division/location

Comparative Analysis of Ratings



Questionnaire: *Dimension - CUSTOMER ORIENTATION*

- Q1 Creates a compelling customer focused vision to position the organization as the foremost choice of customers.
- Q2 Creates an environment that motivates and energizes his/her team to single-mindedly pursue customer satisfaction.
- Q3 Continuously updates self on the customers' business needs and organizational dynamics.
- Q4 Creates a culture of actively seeking, acting and ensuring closure on customer feedback.
- Q5 Overall.

Comparison with Best, Average-in-Class

Comparison with Best, Average-in-Class:

Legend for X-Axis : DIMENSIONS

1 = Customer Orientation

2 = Strategic Thinking

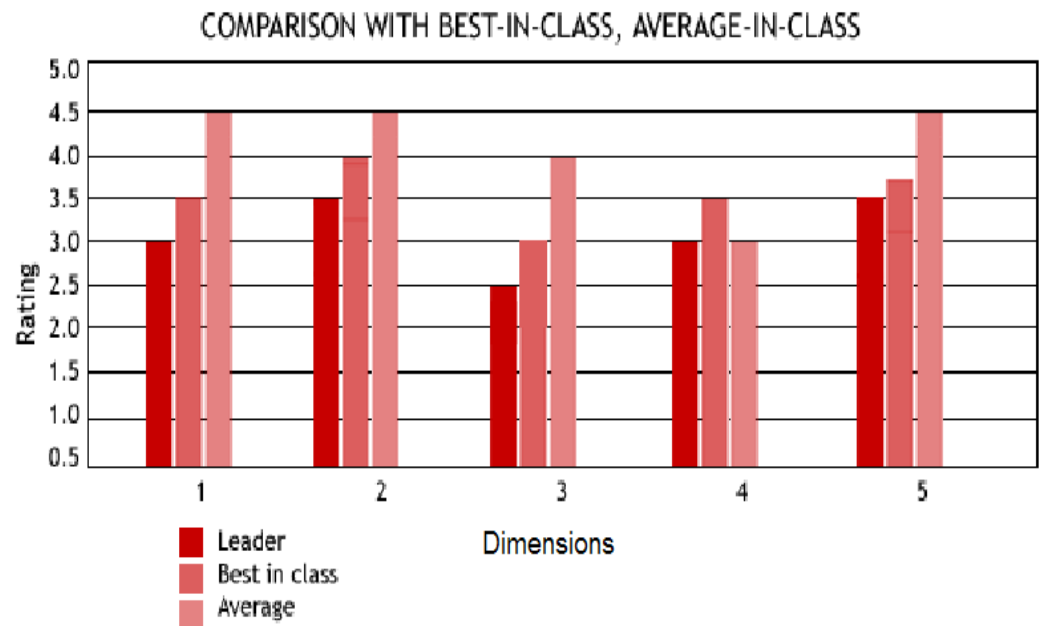
3 = Self Confidence

4 = Global Thinking & Action

5 = Aggressive Commitments

Best in Class = Average of Top 25% in the Level/Class

Average = Level/Class Average



Growth Analysis - Ratings

Legend for X-Axis: DIMENSIONS

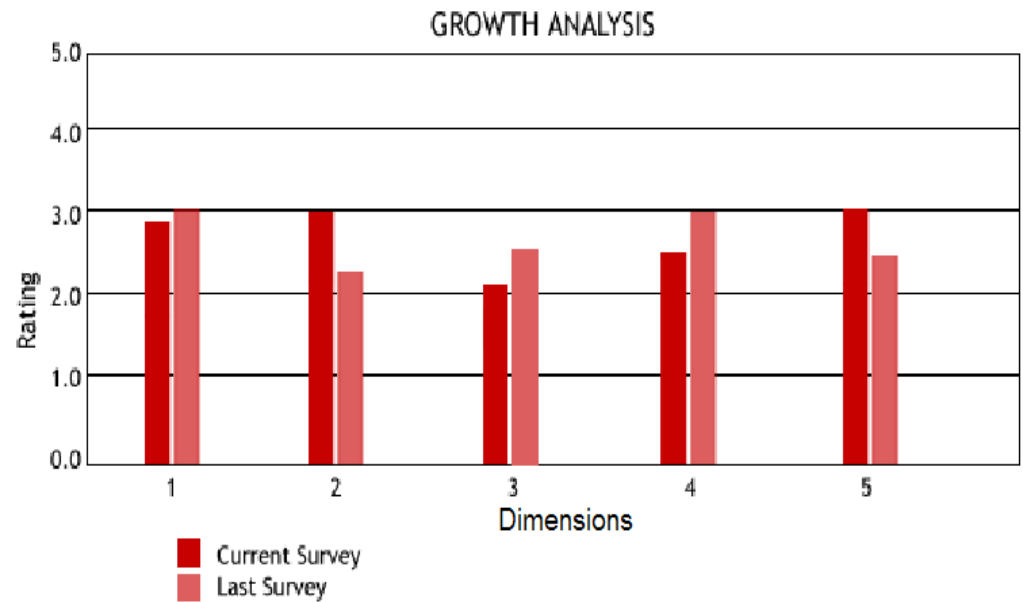
1 = Customer Orientation

2 = Strategic Thinking

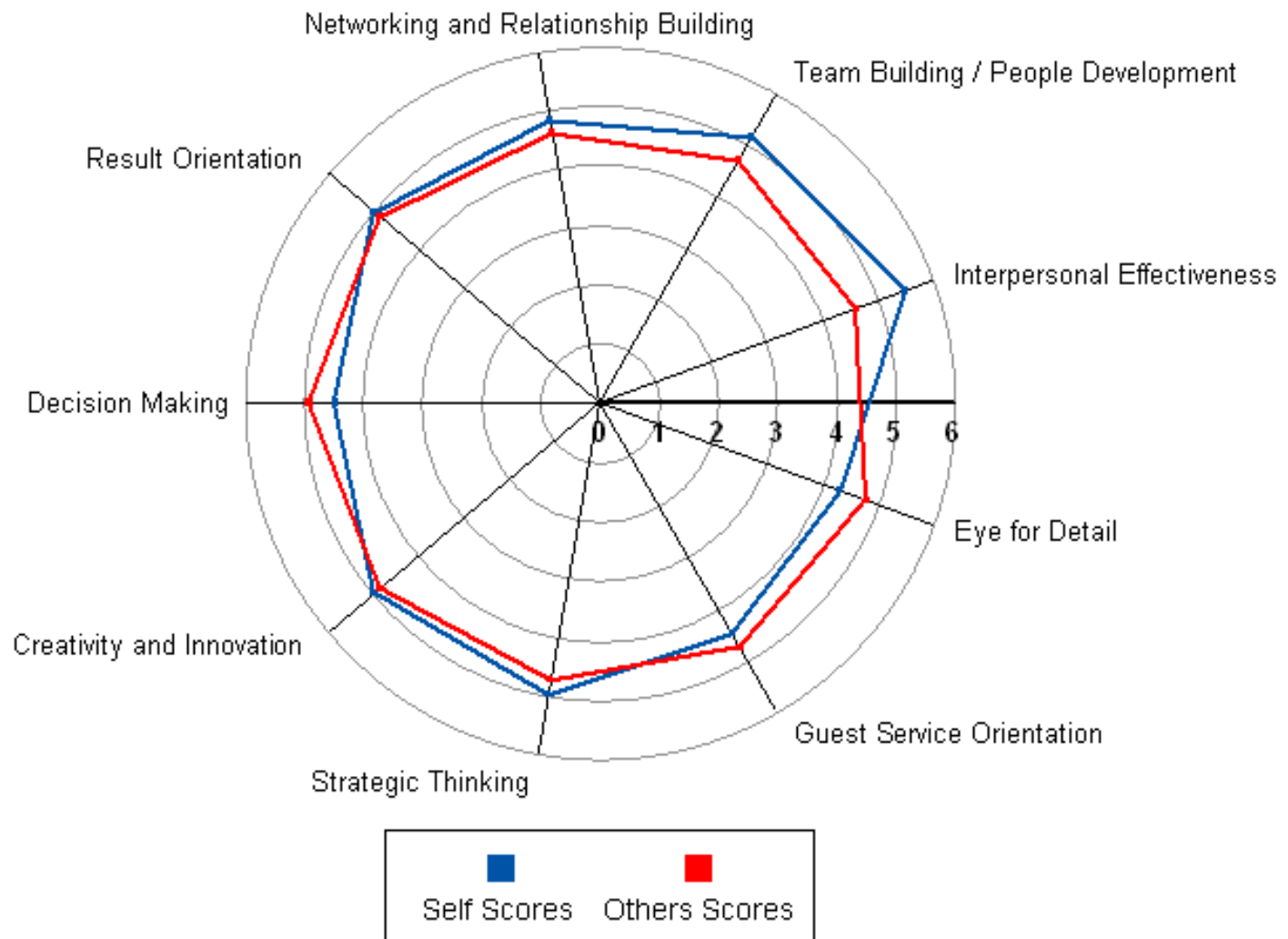
3 = Self Confidence

4 = Global Thinking & Action

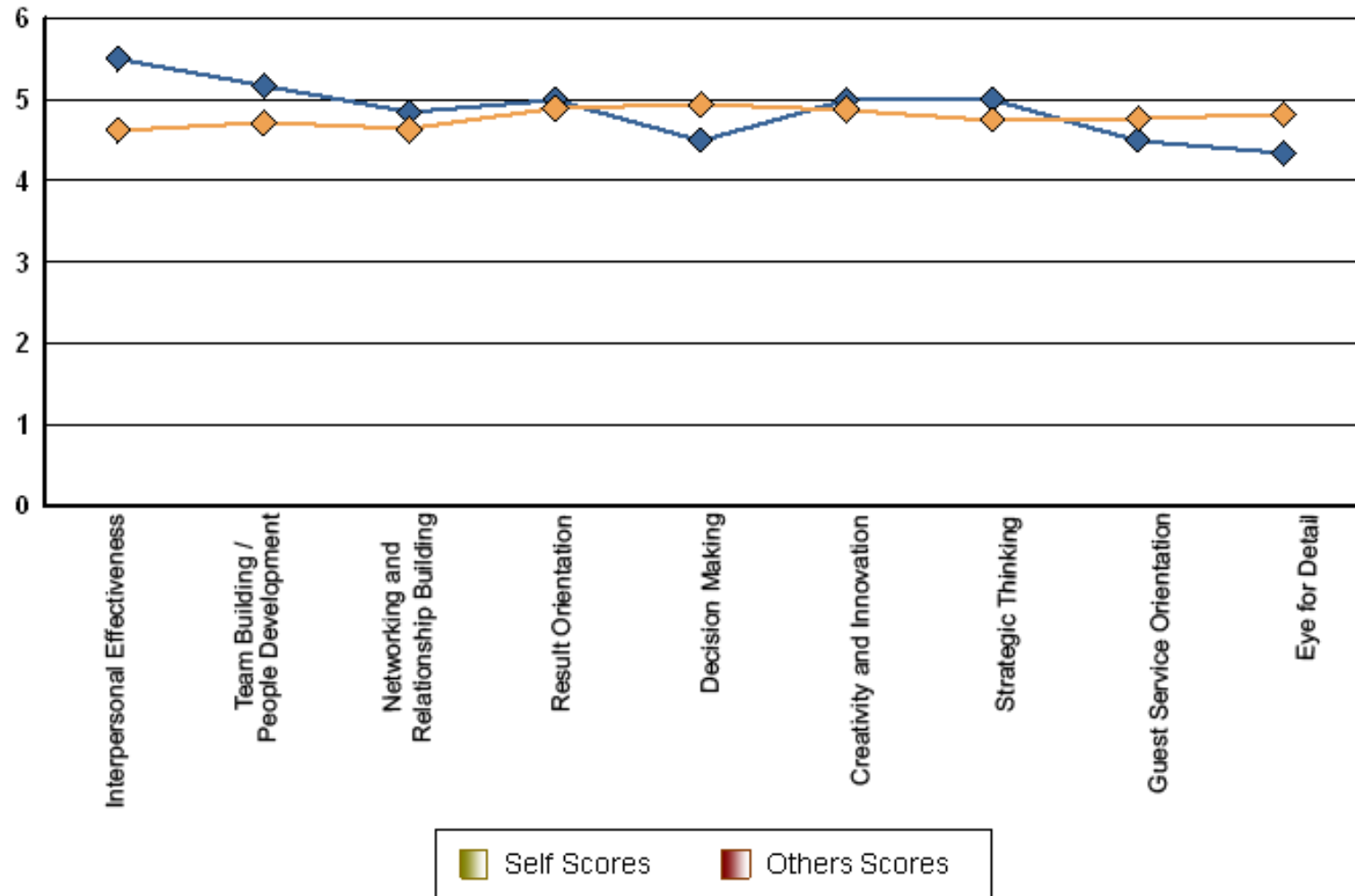
5 = Aggressive Commitments



Overall-Competency-Wise Report



Overall-Competency-Wise Report





Our other HR Services:

- Performance Management Systems
- 180 Degree Appraisals
- Employee/Customer Satisfaction Survey (ESS)
- Organizational Perception Surveys.
- Customized Surveys

HR Clientele...

AON Hewitt

Sun Microsystems

Vodafone

Honeywell

Igate

Hexaware

Unilever

Roots & Wings

Firstsource

*And scores of others, including
Fortune 500 companies...*



Email: contact@lssoftware.com

Tel: +91 80 25598555

Mobile: +91 99001 17698

www.lssoftware.com

Thank you !

