

JCB

Large scale appraisal process for equipment manufacturer



JCB is one of the biggest construction and agricultural equipment manufacturing companies in the world. Employing over 7,000 people it produces 160 different models on 4 different continents – with bases in the UK, India and South America.

What was the challenge?

- Offer a system which could scale upwards and ultimately process over 1000 staff
- A way of enhancing their on-line CV, review and appraisal process
- Flexibility to work with in-house applications
- Use their existing competency frameworks, questions and reporting formats

What did we do?

- Created a 360 process which is integrated and driven by their on-line CV system
- Individuals complete on-line CV which prompts them to complete 360 appraisal process
- Information from CV seamlessly inputs into the 360 form providing initial data

What was the result?

- Removed excess bureaucracy and administration from the HR function
- Easy transition as existing questions used whilst integrating with on-line CV system
- Centralised reporting process enables managers at JCB to analyse and review trends across departments

“The 360° process integrates seamlessly with the online CV system and our competency framework. We are now able to offer an ‘employee-driven’ process to over 1,000 staff and yet remain in control.”

Paul Pritchard, Head of Learning & Development
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