SeamlessHR

# Best Performance Management Software for your Agribusiness

contents

Introduction

Talent recruitment in the Agriculture sector is declining. And it's not because there are fewer jobs. As countries and technology develop, the number of people working in agriculture has diminished over time.

Surveys show that employment in the Agriculture sector declined from 44% in 1991 to

27%

in 2019, despite the sector being the largest employer of labour according to Statista.
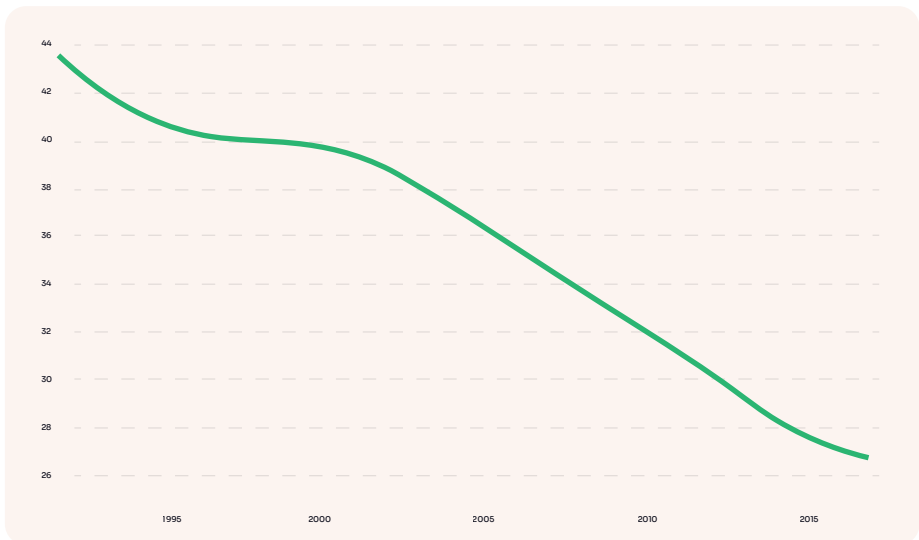
Source: International Labour Organization, ILOSTAT database. Data as of January 2021

These numbers reinforce the fact that human talent is valuable to any organisation (especially agribusinesses) and a proper performance management tool is necessary for any business to thrive.

What is Performance Management?

Performance management helps managers observe and evaluate the performance of their employees. The objective is to create a work environment in which people can perform to the best of their ability and deliver desired results efficiently. Performance management is more than just 'grading' your employees, it is about ensuring that they are adequately prepared and motivated to use their strengths for the benefit of the organisation. It is a two-way process that includes defining expectations, clarifying objectives, providing feedback, and analysing process outcomes/data.

The Chartered Institute of Personnel and Development (CIPD) further describes performance management as activities that:

Establish objectives through which individuals and teams can see their part in the organisation's mission and strategy.
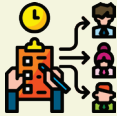
Improve performance among employees, teams and, ultimately, organisations.

Hold people to account for their performance by linking it to reward, career progression and termination of contracts.

Different organisations use different performance management models. However, there are three major frameworks in performance management. They are:

Management by Objectives

In this framework, managers set objectives based on overarching business goals. They communicate these objectives to the employees, who are then monitored to ensure they work to achieve them. Afterwards, the managers evaluate each staff member and reward those who meet up with the objectives.

Objectives & Key Results (OKRs)

OKRs is a refined version of the Management by Objectives framework. The intent was to create a framework that allowed objectives to be defined while also developing a quantifiable and acceptable strategy for accomplishing them.

Balanced Scoresheet (BSC)

Created in the 90s, the BSC system looks beyond traditional financial measures. The balanced scorecard provides an evaluation on four important areas: Financial, Customer, Process, and Organisational Capacity (or People).

The framework you choose for your organisation largely depends on the structure of your business.

Importance of Performance Management in Agriculture

Performance management in agriculture is more important than ever. Organisations need a meaningful evaluation, development, and recognition system to retain recruited talent.

Generally, performance management moves beyond mere evaluation to actually using collected data to track progress and make educated decisions regarding additional compensation, such as pay raises or better still, growth opportunities.

Performance management strengthens employee-company relationships beyond meeting targets. If an employee in an agribusiness observes that an employer cares about their personal development and is determined to help them progress their career, there'll be an increase in employee retention and engagement.

Therefore, it is imperative that managers and employers invest in a robust performance management system.

Benefits of an Effective Performance Management System in Agriculture

Investing time and resources in developing a comprehensive performance management process for your agribusiness yields far reaching results.

In a 2017 survey, Deloitte discovered that

90%

of surveyed organisations saw an improvement in employee collaboration and work after revamping their old performance management process.
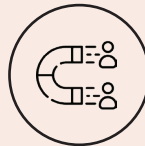
Here's other reasons why an effective performance management system in banking and finance is important:

Informed
decision-making

Increases
organisational
alignment

Greater employee
development and
growth

Morale
boosts

Increased
employee
retention

Improved
accountability

Common Performance Management Challenges in Banking and Finance

Scholars believe that performance management has a long way to go in the agricultural industry. This is mostly due to the dearth of performance management resources in this industry. As such, agribusiness managers have few options when it comes to designing personnel rules and procedures for a growing organisation. Neither can they use systems created by larger companies in other sectors, as it may not fit the business goals.

Other performance management challenges in the sector include

Absence of Employee Engagement

Managers in agribusinesses or in the agriculture sector may get carried away with the targets they've set and ignore the human talent in the organisation. This affects employee engagement and strains communication. In the end, employees may find themselves struggling to meet set goals, especially in the absence of feedback, recognition, and incentives.

Over-reliance on performance appraisals

Setting plans and waiting for a year for results may work with crops but not with performance management. The annual review or performance appraisal looks back at targets an employee has met, oftentimes ignoring efforts made at the beginning of the year. This is counterproductive and leads to the loss of precious employee time. Employees who are on fieldwork or overseeing off-site projects might also find it inconvenient to come in for these drawn-out reviews.

Inadequate performance management for seasonal staff

The Agriculture sector is an industry that often employs seasonal staff, most of whom aren't captured in the performance management process due to the temporary nature of their job. A survey on performance management efforts in the Food and Agriculture Organisation of Kenya, revealed that the organisation's performance management system was not equipped for all employee contracts.

Such an oversight could mean that potential talent can slip right through the cracks. It may also reduce motivation in temporary workers whose efforts aren't recognised.

From the above, it is clear why agribusiness managers and human resource staff need to invest in a comprehensive performance management solution or software that simplifies every aspect of the company's performance plan.

What to Consider When Choosing a Performance Management Software

The Agriculture sector has seen notable innovations and improvements in technology. This should be reflected in HR tools too.

Before choosing a performance management system, be sure to outline your performance management needs. Are you a small or medium-sized business that's looking for software that grows with you? Do you want a complete performance process makeover or do you need a simple tool to enhance your existing process?

User-friendly

The program you select should be simple to use. Your staff should not have to jump through hoops throughout the onboarding and implementation process. Your software shouldn't be complex, and you should have access to a dedicated support line too.

Customisable Frameworks and Templates

Every organisation is unique. Even in the same industry. Goals are different, and your overarching strategy may be different from others'. No two businesses can have the same performance evaluation process. Your new performance management software should provide the opportunity to try out frameworks and templates and customise them for different purposes, until you find your fit.

Adoptability

This also ties in to the user-friendly criterion. Change may be frightening, and it is your responsibility as HR to make it less so for everyone, including managers, executives, and employees. Your chosen software should be simple enough to integrate seamlessly with your organisational structure. Also, it should be easy to navigate. Ensure you request for a preview or demo of the product before purchasing.

Analytics

Analytics provide a better insight of what's going on in the workplace, allowing management to better identify, avoid, and manage talent. Choose effective systems that make employee data available in an easily under-standable format.

Why SeamlessHR is the Best Performance Management Software for you?

Performance management doesn't have to be a chore. You can overcome the dread of performance reviews by opting for software that assures continuous feedback, without costing as much as annual reviews.

Our robust Performance Management System can be adapted to your business. letting you focus on the big picture, while we handle the rest. We offer fully digital and remote collaboration, so all your teams are connected, no matter where they are. Our unique features include:

End-to-end performance management
for everyone, from the executives to the employees, and everyone in between.

OKR & Balanced Scorecard frameworks
Whether you're strategy-driven or finance driven, we have a framework that best suits your organisational needs.

All-round support.
At SeamlessHR, we believe support is integral to all our processes. We organise team trainings and provide support before and after the implementation of our software.

Flexibility
Size is definitely not a problem. We cater for mid-sized to large enterprises with more than 6000 employees in a range of geographical locations across Africa. Small businesses can get in on the action too. We're flexible enough to adapt our system to your employee size, and even when you scale, we scale with you.

You simply can't outgrow us.

The old methods of performance management are obsolete in the wake of massive technological advancements in the Agriculture sector. Invest in software that helps you create a culture of honest conversation and feedback while building healthy relationships with your people.

Learn more about SeamlessHR's robust and flexible performance management software today.

Let's chat about how our HR & Payroll software can help your organization

Core HR

Payroll Management

Performance Management

Recruitment Management

Time & Attendance

Employee Onboarding

Get Started

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SeamlessHR

The all-in-one software to streamline your HR.