



## Workforce Performance Management

### WPM Terminology

#### MCG Performance Plan Status Terminology

This section is a list the terms found in the WPM system and their descriptions.

**MCG Performance Plans:** Hierarchy-based performance plans in the Oracle WPM Performance Management system.

- MCG Executive Branch Performance Plan
- MCG Legislative Branch Performance Plan
- MCG Sheriff Office Performance Plan

**Performance Templates:** Individual employee templates located in MCG Performance Plans.

**Performance Contributor:** Another supervisor, project lead or project manager who has valuable input on an employee's performance.

**Comments Contributor:** Performance Contributor who can only provide feedback on an employee's performance.

**Ratings Contributor:** Performance Contributor who can evaluate an employee's performance and provide feedback.

#### MCG Performance Plan Status Monitoring Report Terminology

This section is a list the terms found on MCG Performance Plan Status Monitoring Reports and their descriptions.

**Planned:** The employee's (direct report) performance plan creation has not been started in WPM.

**Saved:** The employee's supervisor is working on the employee's performance plan.

**Transferred to Employee:** The employee is working on the his/her performance plan.

**Ongoing with Supervisor:** Supervisor is reviewing the employee's performance plan.

**Reviewing Supervisor Approval:** Second level supervisor to approve employee's performance plan.

**Employee Feedback:** Employee providing his/her performance feedback.

**Transferred/Not Applicable:** Employee is no longer in the performance plan.

**Completed:** The employee's performance evaluation has been finalized.