

**Додаток до матеріалів
Міжнародної науково-практичної інтернет-конференції**

**«КОНКУРЕНТОСПРОМОЖНІСТЬ ТА ІННОВАЦІЇ:
ПРОБЛЕМИ НАУКИ ТА ПРАКТИКИ»**

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Тези доповідей

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gories in a 360-degree manner. This study will examine the capabilities of four global programs that are aimed not only at managing the assessment, but also provide a closed process of human resource management [2; 3].

1. Oracle HCM Cloud: the cloud platform provides integrated tools for HR management (recruitment, development, training, payroll management), including a module for Performance Management. The program allows you to set goals, conduct employee evaluations, collect feedback, and create individual development plans. The powerful analytical tools of this program allow you to implement both very complex and rather non-standard processes for determining performance over certain periods of time.
2. SAP SuccessFactors: the system includes the Performance and Goals module, which helps companies set goals, evaluate employee progress, conduct project reviews, and provide feedback. It also supports the creation of individual development plans. Users of the program note the high convenience of creating interactive dashboards and ensuring anonymity of assessment procedures (if necessary).
3. Workday Human Capital Management: This platform provides solutions for managing human capital, including the Performance and Development module. It allows you to plan goals, evaluate results, identify development needs, and create plans for career growth.
4. Glint (now part of LinkedIn): This platform specializes in collecting feedback data and analyzing employee sentiment. It helps companies not only measure results but also understand what's behind them and develop strategies to improve the work environment.

Along with these four programs, there are many more software products that are more specialized rather than comprehensive. And their specialization is the evaluation process. Among these programs are: SurveySparrow, Trackstar, Primalogic, Synergita, Spidergap. The number of such software products is growing every year and high competition is an indicator of rapid change and progress.

Literature

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