

From work evidence to a development plan.

A design case study from the AI HR capability: employees update evidence, managers review, HR coordinates calibration and employees respond to results.

Performance Review · People Development Cycle

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Evidence status

An AI HR landing and Performance Analytics direction exist; the review system, assistant and apps in this kit are proposed prototypes using no real HR data.

Sample UIs use synthetic data. Existing DocAgent screenshots have record/partner/figure data redacted. No real customer or employee results are used for illustration.

Goals

Publish criteria, weights and permissions before the cycle.

Evidence

Employees update work and self-review.

Review

Managers check against the rubric and write evidence-based comments.

Calibration

HR checks consistency, coordinates and publishes within rights.

Development

Employees respond; actions and coaching milestones are agreed.

See where the work gets done.

... Case study / CTC Smart Tech

People Development

Role-based business workspace.

System overview

Employee

Line manager

HR / Calibration committee

Business assistant

PROPOSED PROTOTYPE

Synthetic data, no real customer or employee information.

Not connected to production systems.

CTC People Development

PROTOTYPE

SOURCED WORK - PEOPLE DECIDE

From work evidence to a development plan.

Performance Review - People Development Cycle

03

Sample evidence groups

01

File in progress

00

Automated HR decisions

Work queue

Synthetic data

Sample file	Content	Basis	Status
DEMO-REVIEW-01	Work goals	Evidence cleared for use	Awaiting self-review
DEMO-REVIEW-02	Role competencies	Rubric published before the cycle	Not started
DEMO-PLAN-03	Development plan	Agreed check-in milestones	Draft

Open sample record

Flow by role

1 Employee

View the goals and criteria for the cycle.

2 Line manager

Read employee evidence within the managed scope.

3 HR / Calibration committee

Check process completeness and the basis for comments.

Decisions have an owner

No automatic scoring, no pay/discipline decisions, no inference of emotion or personality.

Sources & versions

EVIDENCE-DEMO v1

Simulated work-completion documents with no real employee names or results.

RUBRIC-DEMO v1

Reviews based on goals, output quality and collaboration; the manager is accountable for comments.

POLICY-DEMO-HR

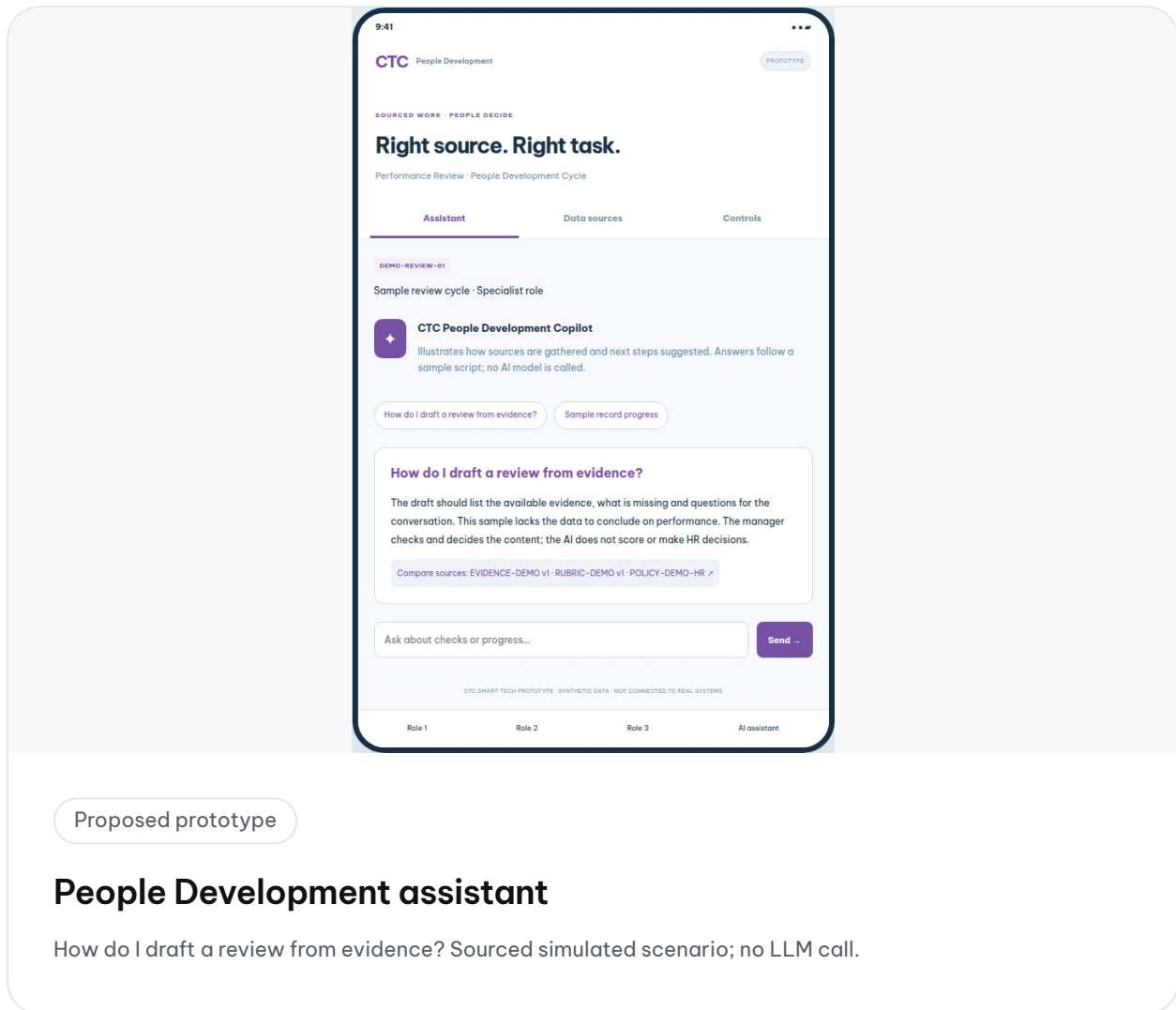
Employees may respond. No biometrics, inferred emotion or AI decides the final score.

Prototype session log

Proposed prototype

People Development workspace

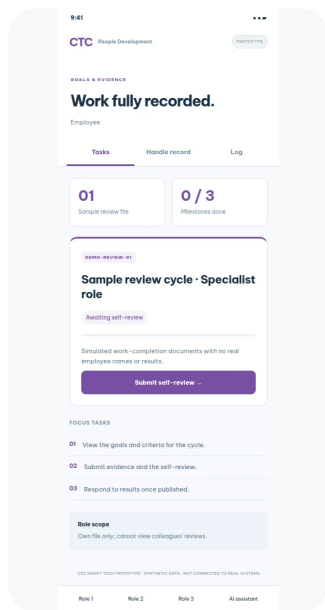
Prototype dashboard with simulated records; states and process follow the solution design.



02 / ROLE-BASED APPS

Every role has a clear workflow.

The apps focus on frequent tasks. In production they share the APIs, file codes, permission policy and history of the business platform.

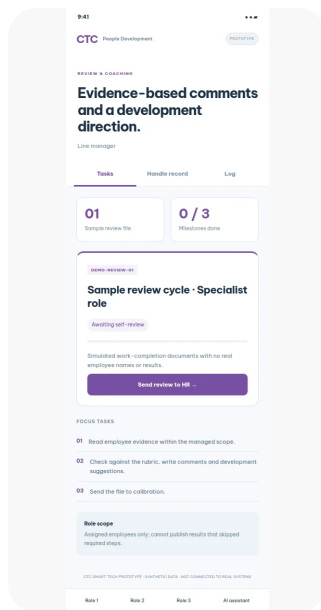


GOALS & EVIDENCE

Employee

- View the goals and criteria for the cycle.
- Submit evidence and the self-review.
- Respond to results once published.

[Record-handling screen ↗](#)

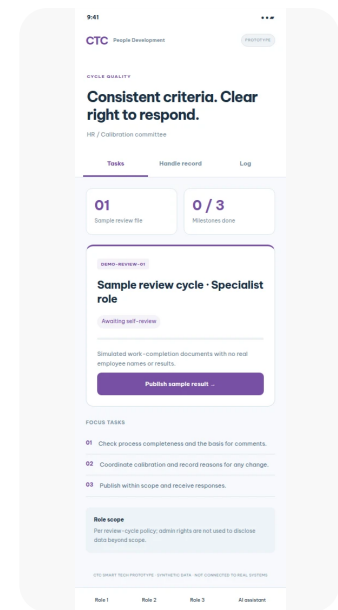


REVIEW & COACHING

Line manager

- Read employee evidence within the managed scope.
- Check against the rubric, write comments and development suggestions.
- Send the file to calibration.

[Record-handling screen ↗](#)



CYCLE QUALITY

HR / Calibration committee

- Check process completeness and the basis for comments.
- Coordinate calibration and record reasons for any change.
- Publish within scope and receive responses.

[Record-handling screen ↗](#)

Module mapping & permission limits

ROLE	MODULE	SCOPE
Employee	Goals → Evidence → Self-review → Response	Own file only; cannot view colleagues' reviews.

ROLE	MODULE	SCOPE
Line manager	Evidence → Review → Development plan	Assigned employees only; cannot publish results that skipped required steps.
HR / Calibration committee	Progress → Calibration → Publish → Response	Per review-cycle policy; admin rights are not used to disclose data beyond scope.

03 / A PROTOTYPE FLOW YOU CAN TRY

From input to an evidence-based decision.

01 Awaiting self-review

02 Awaiting manager review

03 Awaiting HR calibration

04 Sample result published

The first role completes the checklist and submits evidence; the next role records an evidence-based result; the approver confirms or returns with a reason. The sample session logs every step.

After HR publishes the sample result, the employee can respond into the same history. There is no automatic scoring and no pay/discipline decision.

Prototype boundary

No automatic scoring, no pay/discipline decisions, no inference of emotion or personality.

Sample state is stored in the same browser, separated per solution. There is no authentication, multi-user backend, cross-device sync, push or LLM connection. Those must be built and accepted before real operation.

Sources to compare, not automatic conclusions.

EVIDENCE-DEMO v1

Simulated work-completion documents

RUBRIC-DEMO v1

Reviews based on goals, output quality and collaboration; the manager is accountable for comments.

POLICY-DEMO-HR

Employees may respond. No biometrics, inferred emotion or AI decides the final score.

with no real employee names or results.

The draft should list the available evidence, what is missing and questions for the conversation. This sample lacks the data to conclude on performance. The manager checks and decides the content; the AI does not score or make HR decisions.

DEMO sources are synthetic data for simulation. Real business documents must be collected with usage rights, versioned and quality-checked.

Pilot & acceptance roadmap

1. Choose one position group; agree the rubric and access policy.
2. Build a cleared evidence set and the review forms.
3. Run a trial cycle with three roles, calibration and responses.
4. Accept access rights, review basis and development actions.

Conditions to verify

- Submission only when the self-review has evidence and a complete checklist.
- Reviews are evidence-based before HR publishes.
- Employees can respond within their own file.
- No automated decisions on scores, pay or discipline.

Agree scope, baseline, sample size, confirming person and operating responsibility before the pilot. Demos do not replace acceptance results or performance commitments.

Reference direction: CTC Smart Tech AI HR & Performance Analytics direction. Details are compiled from existing documents and source code; new UIs are clearly marked as proposed designs.