

KPI  
made  
easy >



**sandmerit**

**KPI**







# our founder

**Like many entrepreneurs, I started my own business with the goal of providing a better life for myself and my family. However, as I grew older, I began to wonder what it truly means to live a meaningful life.**

By chance, I came across a book that greatly influenced my perspective on life and business: "A Way of Life" by Kazuo Inamori, which emphasizes the importance of serving others in order to create a valuable and fulfilling life.

Inamori teaches that businesses should be founded with the intention of promoting employee happiness and making a positive contribution to society. Such a life, he believes, is a valuable one because material wealth and fame cannot be taken with us when we leave this world.

As a result, I have redefined the purpose of my business: To help employees to achieve happiness, and to help bosses to achieve peace of mind. I firmly believe that as long as we take good care of our employees, they will take good care of our customers and our business. Only with such a management philosophy can a business become truly strong.

When employees work together towards a common goal, bosses can solve many unnecessary worries, and life becomes more meaningful.



**I would like to express my gratitude to everyone, for your trust in our team. On behalf of my team, I would like to thank you for your support. We will do our best to help your employees achieve happiness, so that you achieve peace of mind.**



# wilson ten

founder, sandmerit



**Malaysia Influential Educators 2022**



# sandmerit

KPI made easy

## our purpose



**to help employees achieve happiness**



**to help bosses achieve peace of mind**



**SandFil International, a pioneer in performance management solutions, has been delivering innovative solutions for over 20 years.**

We specialise in providing cutting-edge KPI software and consultancy services, helping organisations harness the power of Key Performance Indicators (KPIs) to drive performance, achieve strategic goals, and cultivate a strong corporate culture.

We strongly believe that, when we take care of our employees, our employees will take care of our company and our clients.



**HRM Asia Best Employee Performance Management System 2020**



**HR Tech Outlook APAC Top Performance Management Software 2022**





## our vision

# to become the No.1 KPI Solution in Southeast Asia

making sandmerit the go-to solution for companies to track performance and drive organisational success.

## our mission

# to empower businesses to achieve their full potential with effective KPI management, innovative software solutions & professional consultancy services.

We are also dedicated to treating our employees as partners and helping them achieve happiness.

## our philosophy

We believe in maintaining a strong core team with the right competencies to drive the company's growth.

We are dedicated to creating a profitable business that shares its success with all employees, treating everyone as partners and fostering a family-like environment. Together, we strive to achieve our collective dreams and help our clients do the same.



# sandmerit KPI 123

## 3 steps to implement KPI successfully



### #1: ceo 1 to 1 coaching

To understand your business strategies to achieve your big goal - Vision. We guide you to define the corporate KPIs that align with your business goals. We also coach you to design a good reward system that can motivate your employees without burdening the company's cash flow.

### #2: KPI team building workshop

We conduct in-house KPI alignment exercises with team-building workshops that can help you inspire and motivate your employees. We guide your team to develop their KPIs that can help the business grow.

### #3: automate the KPI management process

Automating KPI tracking ensures fairness, transparency, and efficiency by reducing subjectivity in performance evaluation. With rewards calculated automatically based on pre-defined metrics, businesses can foster accountability and streamline processes for continuous improvement.



# sandmerit model

company performance management framework



talent management framework

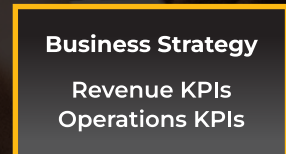


employee reward system

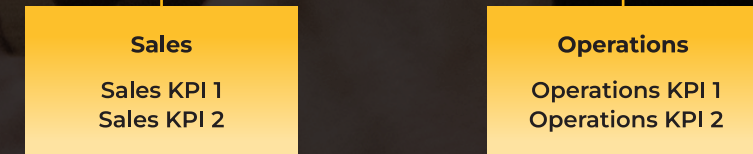


# sandmerit KPI cascading

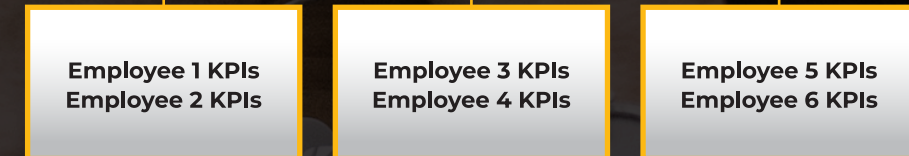
corporate level



department level



employee level



## in brief...

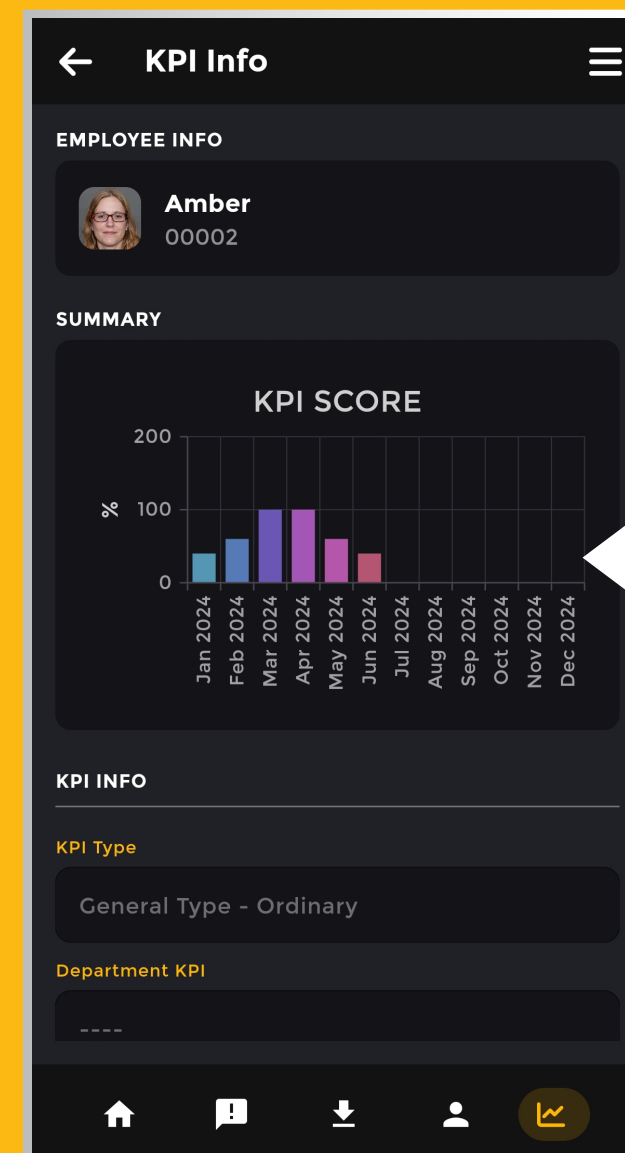
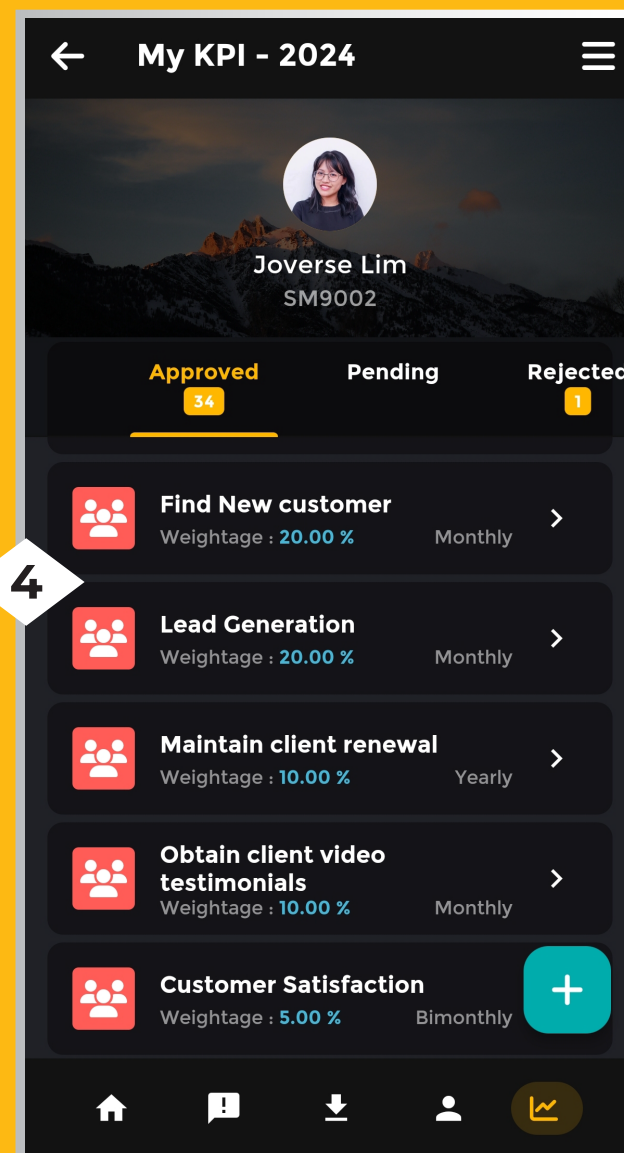
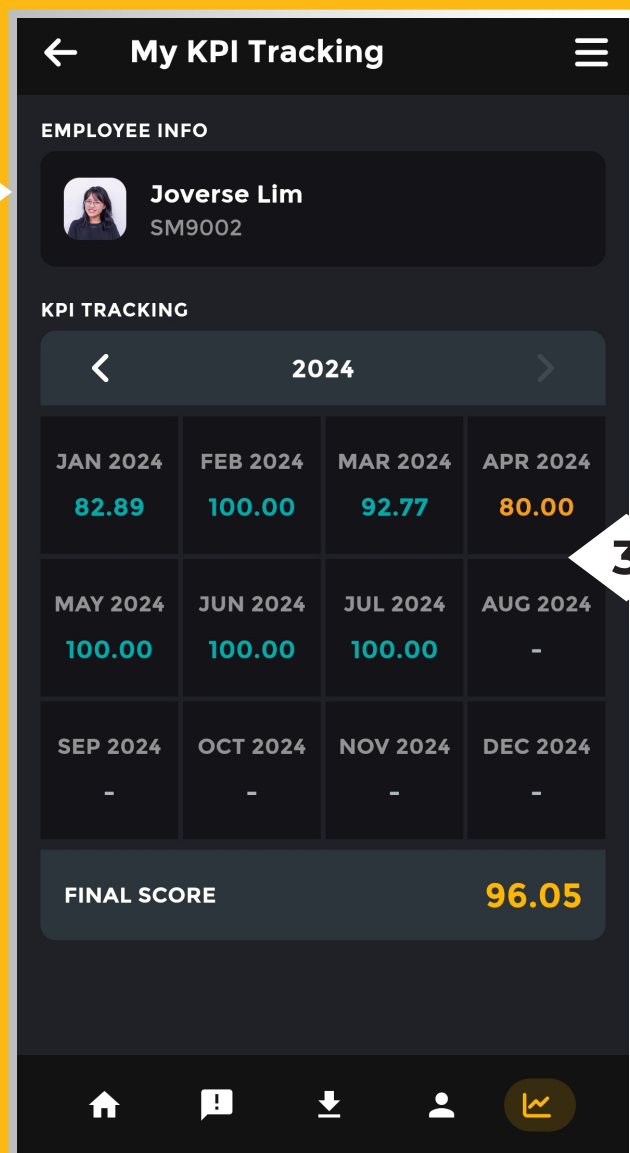
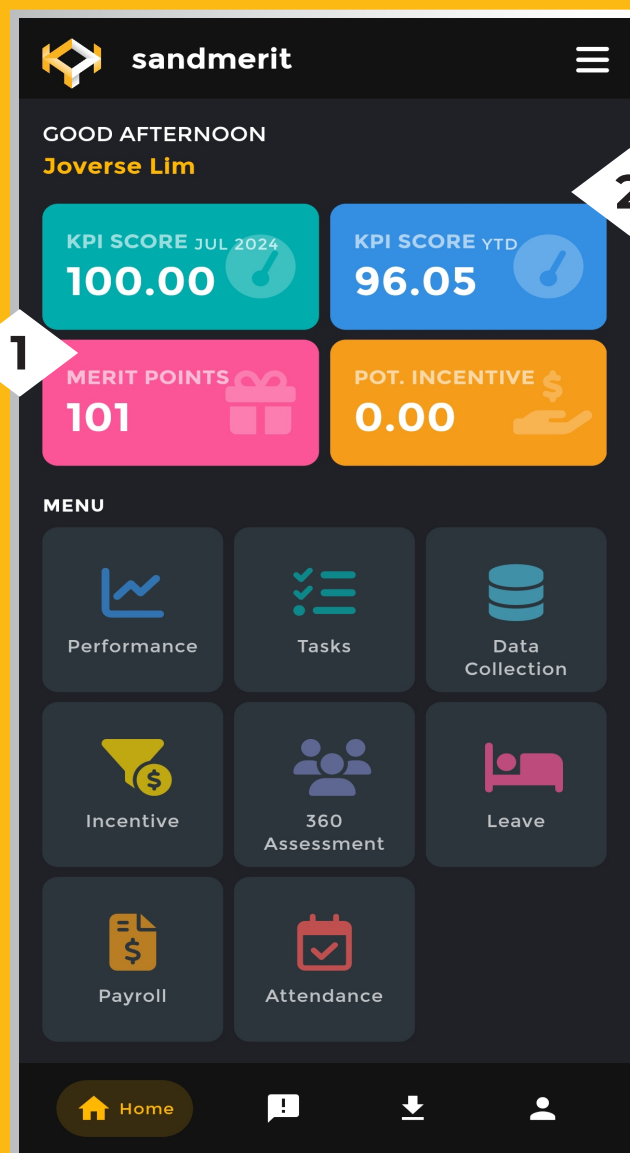
- sandmerit translates your business goals into a clear roadmap so that you can manage, control and achieve your desired business results.
- We do this by establishing KPIs and monitoring them constantly in an easy-to-use system.

sandmerit supports managers and staff to execute that strategy.





# sandmerit KPI mobile app



**1** Merit points are reward points. When employees hit their targets, they get Merit points, which can be exchanged for gifts.

**3** View the monthly KPI weighted score and plan for the month ahead to make it better!

**4** KPIs to focus on. Report by putting in remarks or uploading a file to add evidence to the KPI accomplishment, a way for employees to be responsible on the status of their work.

**5** Assess employee performance patterns.

**2** See their To-Date KPI score. Employees know where they stand.





# view company & departmental KPI performances



No.	Employee Name	Final Score	Final Factor	Bonus
1	Amber Employee No : 00002	66.70	133.40	3,924.97
2	Ambrose Employee No : A007	92.59	185.18	5,448.63
3	Amy Li Employee No : 7266	30.58	30.58	899.70
4	Andrew Employee No : A008	100.00	50.00	1,471.15

## employee bonus calculation

# sandmerit KPI system features



### Performance Monitoring & Feedback

Empowers managers to track subordinates' KPIs monthly and provide timely feedback for performance improvement.



### Employee KPI Submission & Rating

Enables employees to submit monthly KPI reports, with scores automatically rated by the sandmerit KPI system.



### Manager & CEO KPI Reporting

Provides comprehensive KPI reports tailored for managers and CEOs, offering insights for strategic decision-making.



### Automated Bonus Calculation

Automates the calculation of bonuses based on performance metrics, ensuring accuracy and fairness.



### Sales Commission & Incentive Calculation

Calculates sales commissions and employee incentives based on sales targets achieved, incentivising high performance in sales teams.



### Task Management

Empowers managers to assign and monitor employee tasks, ensuring timely completion and efficient workflow management.



### Data Collection Facilitation

Facilitates automated data collection, streamlining processes and ensuring accuracy in KPI-related data.



### API Integration

Seamlessly integrates with external systems for efficient data exchange and synchronisation.



### Salary Increment Simulation

Enables simulation of salary increment budgets based on market data, aiding in strategic planning.



### Non-Cash Reward System

Offers a non-cash reward system where employees can redeem gifts using earned merit points for hitting targets, enhancing motivation and engagement.



### sandmerit Insights

Provides the CEO with an overview of business performance based on corporate KPIs, facilitating strategic decision making and alignment with organisational goals.



### Balanced Scorecard Alignment

Facilitates strategic alignment by enabling management to input corporate strategies across financial, customer, internal process, and learning & growth perspectives. Employee KPIs are then aligned with company objectives, ensuring their metrics drive overall company performance effectively.