The Role of Trakstar Platform on Employee Productivity in Oromia Bank Nekemte District

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Abstract: Trakstar Platform is a worthwhile tool for handling an employee's productivity and enabling organization concert. However there's no harmony on whether trakstar platforms can automatically augment employee productivity. additionally, it's been observed that trakstar platforms system has had limited success due to a number of challenges that include lack of know-how, partisanship and evaluation criteria given the absence of adequate performance baseline data resulting from non-existent job descriptions, terms of reference and certain patterns of service. The main objective of this study was to assess the role of Trakstar Platform on employee productivity amongst employees of Oromia Bank Nekemte District.. the specific objectives of the study were to: examine the Trakstar Platform on employee productivity. The study was guided the subsequent platforms of performance management, learning management, Applicant Tracking and workplace analytics. Descriptive research design was adopted for the study. A sample of 203 were drawn out of the entire population. Data was collected using questionnaires and document analysis. Expert judgment was accustomed determine the validity of the instruments. Qualitative and quantitative data was analyzed using descriptive statistics. The study established that performance management system incorporates a contribution on employee productivity. The study concluded that employee development was generally recognized as a designed tool for an organization's long-term growth, productivity and skill to maintain valuable employees and it is a long-term initiative, but it also results in short-term benefits like increased loyalty and improved employee productivity and engagement. The study recommends Oromia Bank Nekemte District should perform professional training to the employees, coaching and mentoring, cross departmental training and help their employees develop their personal skills through introduction of seminars, workshops etc associated with organizational activities.

Keywords: Trakstar Platform, Employee Productivity, Performance Management, Learning Management,
                Applicant Tracking, Workplace Analytics

1. Introduction

Performance Management System could be a beneficial tool for managing staff's performance and for facilitating its development. Effectively used it can increase productivity, improve communications and have many others positive side-effects for individual staff members and for the whole organization. A well-designed Performance Management System improves not only the Human Resources Management but the performance of the organization as an entire. Performance Management involves an interlocking set of policies and practices which have as their focus, the improved achievement of organizational objectives through a concentration on individual performance [15]. Trakstar

supercharges employee performance around pivotal moments in talent development. Remove your manual processes by using innovative software and world-class support. It helps to form smarter decisions to attract, retain, and have interaction workforce. Talent Development connect the stages of the worker lifecycle with Trakstar, the sole purpose-built platform for HR talent development, trakstar platform incorporates four complementary, best-in-class products into one powerful talent development solution. This software streamlines and automates your key daily responsibilities, increasing the time you've got for making an impact, strategically planning, and lowering costs.

Performance management system helps organizations achieve their goals by tracking and improving productivity

and by supporting other HR functions. it's therefore a key component of the whole human resource strategy of an organization [5]. To implement the systems effectively, organizational and work specific skills have to be obtained and retained within the organization. Managers must share an obligation for developing their workers abilities for max effectiveness in contributing to the achievement of organizational goals. The performance management system must end in success for both the individual and the organization. This observation aided by the results of a study conducted showed that employee productivity is influenced by performance management process [2].

Reward and recognition system refers to any token given to a worker in appreciation of exemplary performance of an activity associated with the work. Macey, Schneider, Barbera and Young (2009) states that reward systems should be ready to identify the strength and weakness of employees for enhanced performance. It should reflect the fair contribution of employees in their duties, also as individual efforts for the achievement of high performance. Employees who are appraised tend to simply accept the process more if the appraisal system is linked directly to rewards and recognition for good performance [1]. For any organization that hopes to realize its targets, reward and recognition systems can't be ignored. As such, the highest management of such organizations need to spell out the duties of each worker clearly so that should anyone or group indicate exemplary achievement [12].

Reward refers to all the benefits, financial and non-financial; that an employee obtains through his/her employment relationship with an organization. Reward identifies the feeling of being rewarded fairly and equitably as well as the perceived organization's promotion policies. If an employee feels that he or she is improbable to obtain a good evaluation or promotion even after having great accomplishments in such a working environment, he or she will probably search for another job elsewhere. It is explained that, the positive impact of reward, such as pay and incentives on work attitudes can be derived from the argument that an individuals' perception of being valued by the organization may be significantly influenced by the organization's reward for the individual's effort [12].

2. Research Problem

Employees are the foremost essential resources and chattels of any organizations. they assist capital natural resources and machines to produce desired output. Employers therefore have to find methods of identifying, encouraging, measuring, evaluating, improving and rewarding employees' productivity at work [4]. Performance management systems are increasingly seen because the way to manage employee productivity. These systems sets expectations for employee productivity and motivate employees to figure hard, by identifying strengths and weaknesses of employees in giving feedback to employees regarding productivity and helping them to build on their

strengths and overcome any weaknesses through training. It aims at improving the quality of public service delivery by focusing on the achievement of end-user needs [8].

Studies have shown that where performance management systems have been embraced, employee productivity is enhanced and hence improving overall organizational performance [9]. However, performance management systems has had limited success because of a number of challenges that include lack of expertise, subjectivity and evaluation criteria given the absence of adequate performance baseline data resulting from non-existent job descriptions, terms of reference and certain schemes of service [11]. Studies have also shown that Kenyan public service workforce is characterized by inefficiency, absenteeism, dissatisfaction, poor motivation, poor working conditions and standard which are among the factors that trigger low productivity among employees [2]. There is therefore concern whether performance management system has had any effect on employee productivity in Oromia Bank Nekemte District. This study therefore sought to work out the role of trakstar platforms on employee productivity in Oromia Bank Nekemte District, Ethiopia.

3. Objectives of the Study

The main purpose of this study was to describe The Role of Trakstar Platform on Employee Productivity: The Case of Oromia Bank Nekemte District. Therefore, the following specific objectives were addressed.
1) To identify the role of Performance Management on Employee Productivity: The Case of Oromia Bank Nekemte District.
2) To assess the contribution of Learning Management on Employee Productivity in Oromia Bank Nekemte District.
3) To evaluate the effect of Applicant Tracking on Employee Productivity in Oromia Bank Nekemte District.
4) To understand the role of Workplace Analytics on Employee Productivity in Oromia Bank Nekemte District.

4. Review of Literature

Trakstar is a tool of performance operation system that allows the capability to gather job performance information through Goal Tracking, Performance Reviews, and Notes. Trakstar's Performance Appraisal software helps HR and association manage feedback, pretensions and reviews. It assists to produce customized appraisal forms, set SMART pretensions, and make flexible workflows to meet the requirements of your association. 360/Multi-rater feedback is an option [3].

Performance Operation systems, which generally include performance appraisal and hand development can be considered by using performance operation, learning operation, aspirant shadowing and pool analytics are the

" Achilles ' heel " of mortal coffers operation. They suffer excrescencies in numerous associations, with workers and directors regularly bemoaning their ineffectiveness. A recent check by Watson Wyatt showed that only three out of 10 workers agree that their company's performance operation system by using trakstar platforms helps ameliorate performance. But 40 percent of workers said their systems established clear performance pretensions, generated honest feedback or used technology to streamline the system. While these results suggest that there's also inadequately designed performance operation systems in numerous associations, it's generally not inadequately developed tools and processes that beget difficulties with performance operation. Rather, difficulties arise because, at its core, performance operation may be a largely particular and frequently threatening process for both directors and workers [10]. Trakstar supercharges hand performance around vital moments in gift development. Remove your primer processes with our innovative software and world- class support. Make smarter opinions to draw in, retain, and have commerce your pool. Connect the stages of the worker lifecycle with Trakstar, the sole purpose- erected platform for HR gift development. The Trakstar platform incorporates four reciprocal, best- by- class products into one important gift development result. This software streamlines and automates crucial daily liabilities, adding the time for creating an impact, strategically planning, and lowering costs.

In the organizational context, performance is usually defined as the extent to which an organizational member contributes to achieving the goals of the organization. Employees are a primary source of competitive advantage in service-oriented organizations [2]. In addition, a commitment performance approach views employees as resources or assets, and values their voice. Employee performance plays an important role for organizational performance. Employee performance is originally what an employee does or does not do. Performance of employees could include: quantity of output, quality of output, timeliness of output, presence at work, cooperativeness [13]. Macky and Johnson pointed that improved individual employee performance could improve organizational performance as well. From Employee performance could be defined as the record of outcomes achieved, for each job function, during a specified period of time. If viewed in this way, performance is represented as a distribution of outcomes achieved, and performance could be measured by using a variety of parameters which describe an employee's paten of performance over time. On the other hand, employee's performance is a rating system used in many corporations to decide the abilities and output of an employee. Good employee performance has been linked with increased consumer perception of service quality, while poor employee performance has been linked with increased customer complaints and brand switching [4].
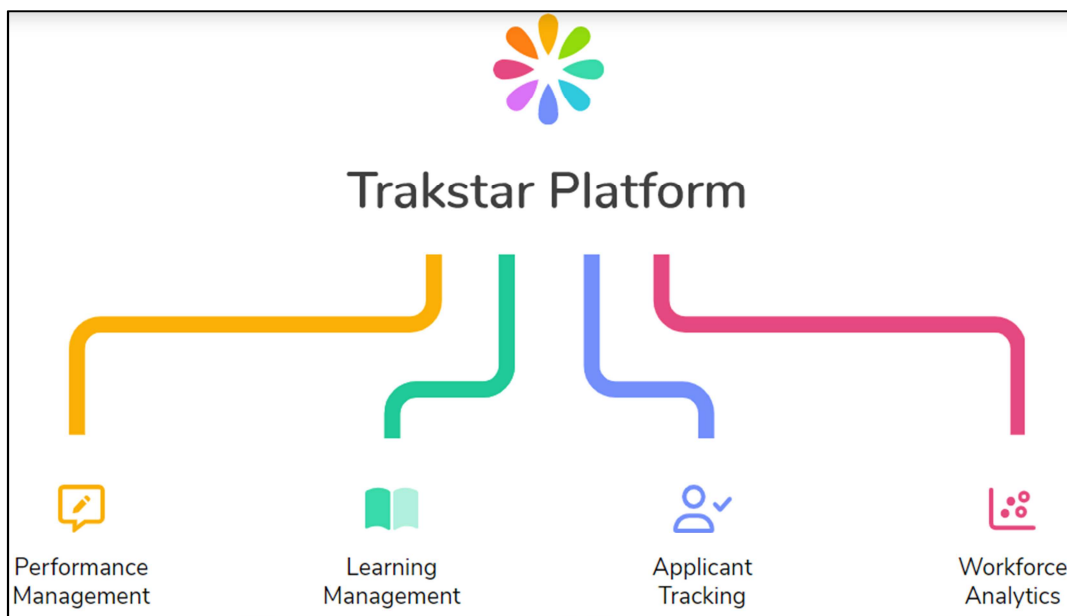

Figure 1. Sketch from Trakstar system (2022).

5. Operational Definition of Terms

Performance Management: Measure worker capability with over 100 capabilities, 360- degree reviews, intent setting, enhancement plans, clear communication, and practicable, effective coaching tips. Customize your reviews for each hand or manager, define specific ends, stay on track with regular

check- sways, and make smarter business opinions.

Learning Management: Innovate, automate, and amp your onboarding and educating exertions. produce witching, intriguing, and effective jobholder training using quizzes, assessments, screen shares, multimedia content, audio, documents, slide shows, and so much more [14].

Applicant Tracking: Simplify hiring process, work together with your teams, find capable aspirants, make talent

pools, reach out snappily, and completely staff your teams to meet business pretensions. Free up your time to concentrate on bringing the stylish people to your pool in the shortest quantum of time.

Workplace Analytics; perceptivity is a data dashboard gauging across Trakstar's Platform. It gives you the inestimable data you need to strengthen your pool and impact change. This data informs better, more strategic decisions for your organization.
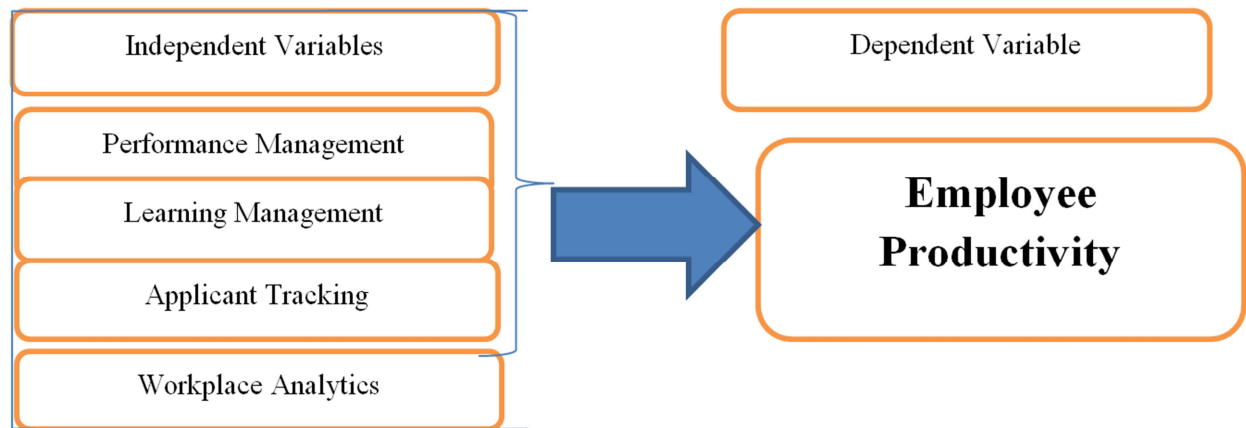
6. Conceptual Framework

It is a road map of one study and from below conceptual frame work, we conclude that the Employee Productivity is dependent variable influenced by performance management, learning management, applicant tracking and workplace analytics are independent variables.

Figure 2. Conceptual frame work of the Role of Trakstar Platform on Employee Productivity.

Figure 2. Self Developed by the Researcher (2022).

7. Research Methodology

To conduct this research; the researcher used descriptive research design by describing the characteristics or functions of particular individual or groups or phenomenon and pattern of the study to answer research questions by qualitative and quantitative approaches. Both primary; questionnaire and interview surveys and secondary data sources were used used to analyze this data. The sampling design used in this paper and the total population of the employees of Oromia Bank Nekemte District were 629. Since, it is difficult to access all employees, the researcher taken 203 sample size out of the total population by using Taro Yemani's (1964) statistical formula.

8. Research Findings

1) Descriptive Statistics

The first objective of the study sought to identify the role of performance management on employee productivity in the study area.

Table 1. Descriptive Statistics of the Variables.

No.	Variables	Grand Mean	Standard Deviation
1	Performance Management	4.3	0.86
2	Learning Management	3.91	0.95
3	Applicant Tracking	4.01	10. 1
4	Workplace Analytics	4.2	0.99
5	Employee Productivity	3.97	0.98

Source: Own Survey Data, 2022

This indicate that all the mean score were above average. So it could be suggested that respondents agreed on the constructs that they can highly describe Employee Productivity.

2) Factor Analysis to Measure Data Quality of The Finding

Both principal component analysis (PCA) and factor analysis (FA) were used to lessen data and often produce similar results. Hence, in this study principal factor analysis was employed to reduce data and then to uncorrelated factors [6]..

3) Factor Analysis

In factor analysis, the factorability of the data sets can be tested using the Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) wherein the value is .6 or above. In addition, the Bartlett's Test of Sphericity value should be significant (i.e. the Sig. value should be .05 or smaller). In this study, as indicated in the table below the KMO value is .811, and the Bartlett''s test is significant (p=.000) which is smaller than 0.05 significant. Value indicating data is adequate for conducting factor analysis.

Table 2. *KMO and Bartlett's test.*

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.811
	Approx. Chi-Square	1674.155
Bartlett's Test of Sphericity	df	190
	Sig.	.000

Source: 2022 survey using SPSS 25 version

The result of factor analysis was summarized as follows: The determinants of employee productivity were exposed to principal component analysis (PCA). Prior to performing PCA the appropriateness of data for factor analysis was assessed. The Kaiser-Meyer-Olkin Measure was .811, exceeding the suggested value of .6 [7]. and the Barlett's Test of Sphericity reached statistical significance, supporting the factorability of the correlation matrix. Principal component analysis revealed the presence of four components with Eigen values exceeding 1, determinant of employee productivity variables explaining 25.918, 10.284, 7.793, 5.961, percent of the variance correspondingly and generally the finding explaining 61.056 percent from those selected variables of trakstar platform and employee productivity and the rest variance of variables 38.944 percent were not studied in the finding. However, since the other components have low loadings as evidenced from rotated component matrix, they were avoided from further analysis.

9. Conclusion and Recommendations

1) Conclusion

The study determined the role of trakstar platform on employee productiivity in Oromia Bank Nekemte District. The study decided that employee performance development strategy were continued by management which later affected the productivity employee in Oromia Bank Nekemte District. The study added that policy framework on trakstar plat form application and improvement advances employee yield.

The study examined the assessment of trakstar platforms; Performance Management, Learning Management, Applicant Tracking and Workplace Analytics on employee productivity in Oromia Bank Nekemte District. The study indicated that the majority of the employees strongly agreed that Performance Management as one of the trakstar platform has effect on employee productivity in Oromia Bank Nekemte District.

2) Recommendations

The objective of the study determined the assessment of trakstar platfoms (Performance Management, Learning Management, Applicant Tracking and Workplace Analytics) on employees' productivity is in effect of staff development via performance management system. The study concluded that employees were evaluated by the trakstar platforms for promotion after development in Oromia Bank Nekemte District. Thus, the study found that in Oromia Bank Nekemte District should promote their employees after carefully evaluating their performance by using trakstar platforms of performance management, learning management, applicant tracking and workplace analytics sustained by management which affects employee productivity in Oromia Bank Nekemte District. The study supplementary found that respondents agreed the presence of a framework policy on worker performance management structure via trakstar platforms. performance management system was done to progress employee productivity and the relationship customary was very small to adopt. Thus, the study endorsed that Oromia Bank Nekemte District should use more trakstar platforms to ration their worker efficiency. The study further recommended that performance management system should be improved through employee productivity.

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