

YOUR HRMS / HCM HAS A PERFORMANCE MODULE. IT ISN'T A PMS.

Audit your own PMS against three options — tick the first column as you go.

◆ 8 CATEGORIES · 73 CAPABILITIES

#UpgradeToPro



GOAL FRAMEWORKS

Everyone does KRA/KPI. The difference starts right after that.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
KRA / KPI goals				
OKR with cascading & org tree				
Balanced Scorecard (BSC)				
Competency & behavioural goals				
300+ SMART goal library				
Top-down goal cascading				

Your audit
 Full
 Partial
 None
 Strongest
 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

Every function wants a different framework. So OKRs live in a spreadsheet, KRAs live in the HRMS, and someone reconciles the two by hand each quarter.



REVIEWS & CALIBRATION

Real appraisal cycles are never a straight line.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
Skip-level review & approval				
Multi-reviewer consolidated rating				
White & blue-collar workflows				
Appeal score workflow				
Bell curve & normalisation				
9-box talent matrix				

Your audit Full Partial None Strongest 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

One reviewer field, three actual reviewers. Skip-level inputs arrive by email and get retyped into the system before normalisation can even begin.



BETWEEN THE CYCLES

The eleven months most systems ignore.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
CFR — conversations, feedback, recognition				
1-on-1 coaching notes				
Peer / social recognition				
360° feedback & peer reviews				
Manager nudges & reminders				
Gap analysis — self vs manager				

Your audit Full Partial None Strongest 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

Check-ins happen in chat and disappear. By March nobody can evidence what changed, so ratings get argued from memory instead of from record.



AFTER THE RATING

What happens once the appraisal is published.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
Individual Development Plans (IDP)	○	✓	✦	✕
Career Development Plans (CDP)	○	✓	✦	✕
Performance Improvement Plans (PIP)	○	✓	✦	✕
Succession planning, 9-box linked	○	✓	✦	✕
Promotion recommendations	○	✓	✓	✕
Competency assessment & mapping	○	✓	✓	⊖

○ Your audit ✓ Full ⊖ Partial ✕ None ✦ Strongest → 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

The rating is published and then nothing happens. Development plans sit in Word files on a shared drive and are never opened again.



BUILT IN, NOT BOLTED ON

Where PRO is a different product — not a bigger one.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
AI-assisted goal writing				
AI-drafted review narratives				
Agentic AI appraisal workflows				
AI rating insights & bias detection				
Native AI architecture				
ISO 42001 governed AI				

Your audit Full Partial None Strongest 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

Managers postpone goal-setting because of the blank box, then write twelve reviews at 11pm from memory. HR spends the cycle chasing both.



A DASHBOARD PER ROLE

HR Admin · Regional · HRBP · Top Management · Line Manager · Employee

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
Completion & cycle status dashboard				
Dashboards across all 8 categories				
Six role-specific dashboard sets				
User-selectable widgets per view				
Hide / unhide any metric by role				
Build a custom dashboard, no IT				

Your audit Full Partial None Strongest 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

One dashboard for everyone. The CHRO scrolls past operational completion counts, line managers hunt for their two charts, and HRBPs export to Excel to rebuild the view they actually needed in the first place.



DOES IT FIT WHAT YOU RUN?

A PMS that only talks to one HRMS / HCM is a dependency.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
Works with any HRMS / SAP / ERP	○	⊖	✦	⊗
JIRA auto KPI sync	○	✓	✓	⊗
Teams & Slack integration	○	✓	✓	⊗
Multi-cycle performance analytics	○	✓	✓	⊗
Custom labels & table views	○	✓	✓	⊗
Multilingual PMS — 10 languages	○	✓	→	⊖

○ Your audit ✓ Full ⊖ Partial ⊗ None ✦ Strongest → 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

Your PMS talks to exactly one HRMS / HCM. Change vendor and years of performance history becomes an export you hope imports cleanly.



WHO HOLDS YOUR DATA

Appraisal data is the most sensitive data HR owns.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
ISO 27001 information security				
ISO 42001 responsible AI				
GDPR / India DPDP compliance				
White-label / OEM option				
Years focused on PMS alone				
Bootstrapped & profitable				

Your audit Full Partial None Strongest 2027 roadmap

WHAT HR ACTUALLY DEALS WITH TODAY

Appraisal data sits with whoever bundled it. When legal asks who governs the AI scoring your people, nobody in the room has an answer.



WHY PRO CAN DO THIS

TRUE NATIVE AI ARCHITECTURE



UPGRADE OFFER → PAGE 13

BUILT AI-NATIVE.

TOWARD AN AUTONOMOUS PMS

Seven deployable services under one intelligence core — the base for an autonomous PMS.

07

Experience Layer — Where your people meet PRO

Responsive Web · Mobile Apps · Role-scoped Views · MS Teams & Slack

06

AI Agent Core — Agents draft. Your people decide.

Goal Generation · Review Narratives · 360° Synthesis · Fairness · Human-in-the-Loop

AUTONOMOUS

05

Performance Context Graph — The reasoning substrate for every agent

Role · Grade · Goal History · Check-ins · Competencies

04

Domain Microservices — Seven services, independently deployable

Goal · Review · Workflow · Rating · Report

03

Data & Integrations — Your HRMS / HCM keeps its place

HRMS Bridge · Payroll Sync · SSO · APIs & Webhooks · Files & Storage

02

Trust, Security & Deployment — Audited, isolated, deployable your way

RBAC · Audit Trail · Tenant Isolation · CI/CD · Public / Private Cloud

01

Infrastructure Foundation — Built to scale from day one

Containerised · Auto Scaling · Observability · Monitoring

DEPTH TAKES TIME.

You cannot bolt fourteen years of performance-management edge cases onto an HRMS in a release cycle.



YEARS ON PMS ALONE

14

Performance management is the only thing we have built since 2013. 700+ organisations. Every edge case you are about to hit, we have met.



EARLY-ACCESS MIGRATIONS UNDERWAY



Existing USR PMS customers are already moving onto PRO. Same data, same review structure, native AI architecture underneath.



A ROADMAP, NOT A LAUNCH

2027

A continuous release roadmap running through 2027. Built on native AI architecture — so new use cases ship, not retrofit.

THE SCORECARD

Score your own PMS against each category — then ask us about the gaps.

	YOUR PMS ?	LEGACY USR PMS	aim PRO	TYPICAL HRMS/HCM
 PMS Core — Goal Frameworks				
 PMS Core — Reviews & Calibration				
 Continuous Performance				
 Talent Management				
 AI-Native Use Cases				
 Dashboards & Visibility				
 Platform & Integrations				
 Trust & Track Record				

Eight categories, 73 capabilities. Typical HRMS / HCM PMS = a bundled performance module.

FOR EXISTING USR PMS CUSTOMERS

UPGRADE AT TODAY'S PRICE.

Move from Legacy USR PMS to the native-AI architecture — launch window only.



ZERO price change on your PMS module upgrade

You keep the rate you already pay today



12 months Managed PMS Services, complimentary

Regular price Rs 25 / user / month



24x7 premium support direct from USR

Telephone · email · ticket portal



3 month zero-risk parallel migration

Old and new running side by side



Hire to Retire — keeps your HRMS / HCM

Data syncs in · appraisal outcomes flow back



Your paid CRs become standard features

Plus a founding adopter's voice in the roadmap

Limited period only. USR INFOTECH reserves the right to withdraw or modify this offer at any time.

ABOUT USR INFOTECH

PMS IS ALL WE DO.

Bootstrapped, profitable and privately held. Bengaluru, India — since 2013.

14

years

700+

organisations

3

generations

2

ISO standards

THREE GENERATIONS OF PERFORMANCE MANAGEMENT

Skills2Talent™

2013 · Gen 1

OKR Stars™

2021 · Gen 2 · Gen AI

aim performance™

2026 · Gen 3 · Agentic AI



The team behind every release · Bengaluru, India

ISO 27001

Information Security

ISO 42001

Responsible AI

DPDP / GDPR

Data protection

aim
performance

About USR

USR INFO
.TECH
White-Label AI & SaaS

WHICH COLUMN ARE YOU IN RIGHT NOW?

We walk through all eight categories in a live session — with your own review structure on screen. No slides.

REGISTER FOR THE LIVE SESSION

ritesh@usrinfo.tech

ISO 27001

Information Security

ISO 42001

Responsible AI

SINCE 2013

700+ Organizations

