

MyPURPOSE, the Commonwealth’s Unified Talent Management Suite, provides a single, integrated system for employees and contractors (if, within KHRIS) to search/apply for jobs, complete training, join MyCOMMUNITY networking forums and participate in the Performance Management module. Soon, MyPURPOSE will include an Onboarding module, enabling employees to complete and facilitate a consistent enterprise onboarding process.

Employee recognition is an important part of HR talent management because it:

- Shows employees that their work is valued and appreciated
- Gives employees a sense of ownership and belonging in their place of work
- Improves morale
- Enhances loyalty
- Helps build a supportive work environment
- Increases employee motivation
- Improves employee retention

MyPURPOSE includes integrated employee recognition badges and feedback as part of the performance module. A digital badge and supporting comments, if desired, can be awarded to any user by any other user in the system: peer-to-peer, manager-to-employee, or employee-to-manager. Additionally, employees receive recognition upon completion of courses in the learning module, referred to as CommonwealthU.

MyPURPOSE Recognition Badges include:



APPRECIATION BADGE



ABOVE & BEYOND BADGE



ROCKSTAR BADGE



TEAM PLAYER BADGE



GENIUS IDEA BADGE



EXCEPTIONAL LEADER BADGE



EXCELLENCE BADGE



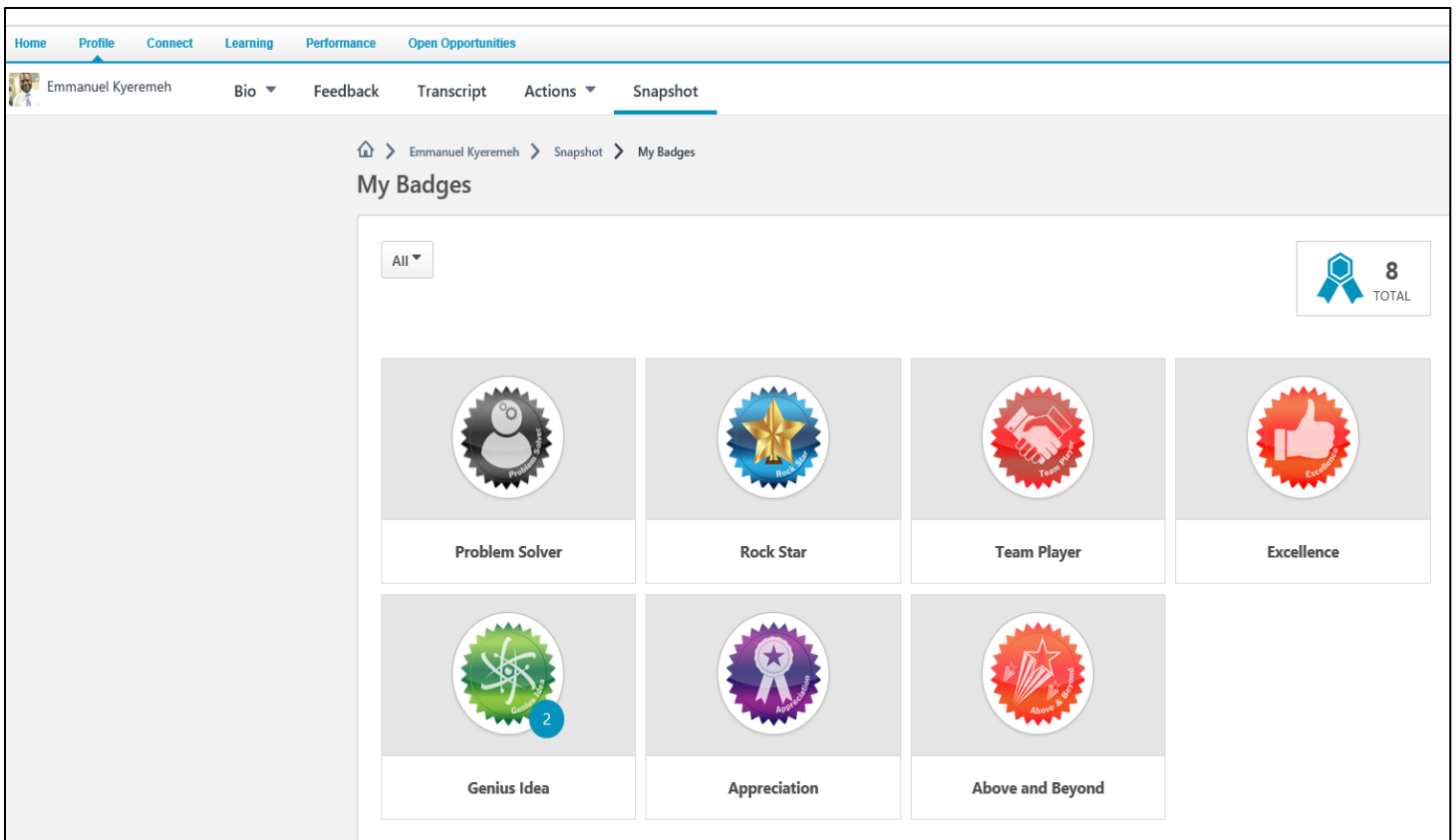
PROBLEM SOLVER BADGE

For training recognition, there are two recognition badges. One is awarded upon completion of courses offered and/or instructed by the Personnel Cabinet’s Office of Diversity, Equality and Training (ODET). The other badge, CommonwealthU, is automatically assigned to employees when they complete a CommonwealthU online training course – a selection of 1300+ courses covering topics including technology, personal/ professional development, health/wellness, foreign languages, and more.

MyPURPOSE Learning Badges:



Employees are able to view their badges via MyPROFILE. Each type of badge earned is individually displayed, including a display count when a badge has been awarded multiple times. Additionally, a total count of all badges received is reflected in the top right corner.










Home Profile Connect Learning Performance Open Opportunities

Emmanuel Kyeremeh Bio Feedback Transcript Actions Snapshot

Emmanuel Kyeremeh > Snapshot > My Badges

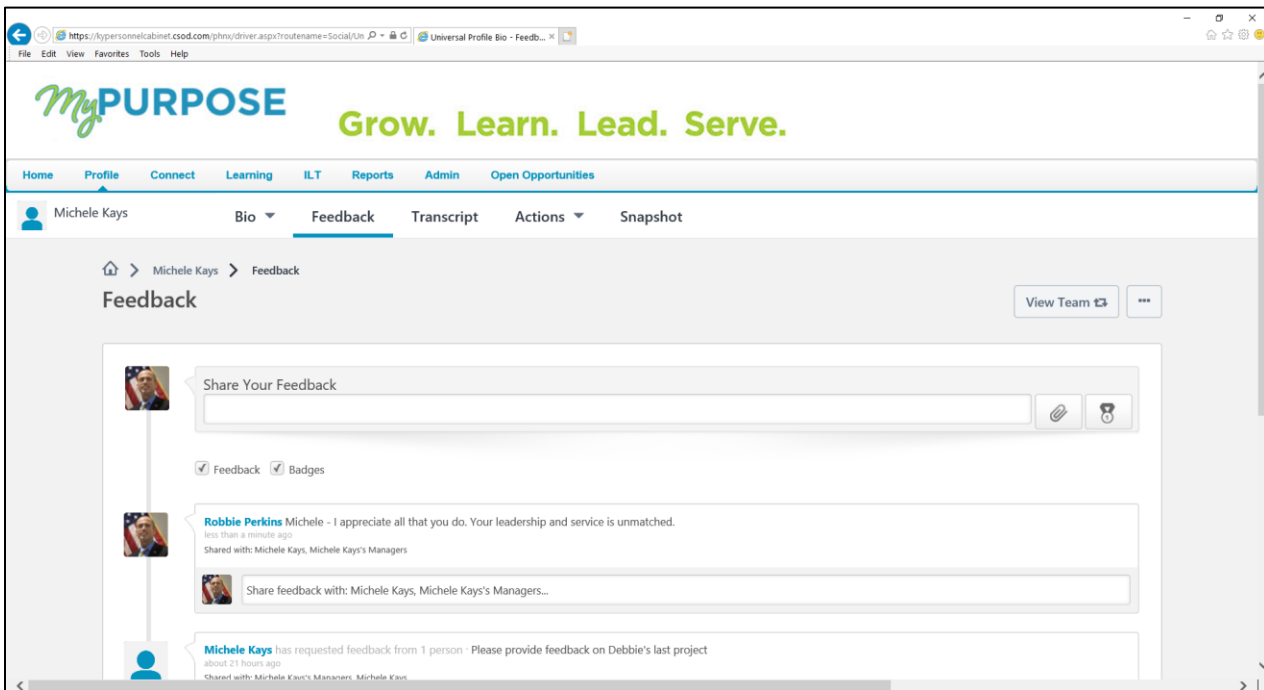
**My Badges**

All 8 TOTAL

 Problem Solver	 Rock Star	 Team Player	 Excellence
 Genius Idea	 Appreciation	 Above and Beyond	

## MyPURPOSE Feedback:

Feedback can be provided to a user, and users can also request feedback from others. This functionality provides further employee recognition opportunities as well as facilitates documentation for performance plans and evaluations.

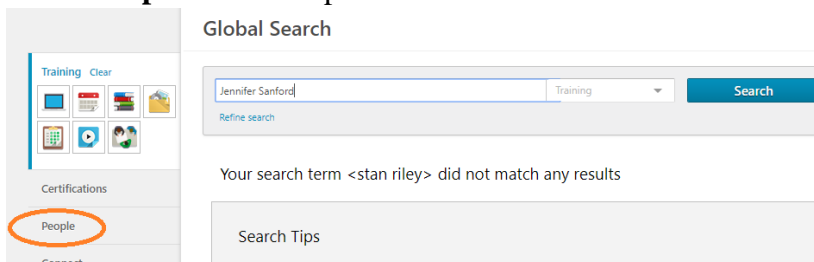


## How to Award a Badge:

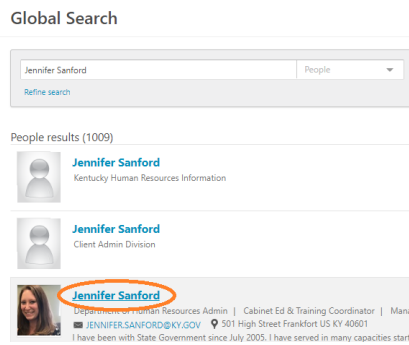
- Enter the employee's name in the Global search box found in the upper right hand side of your MyPURPOSE home Screen.



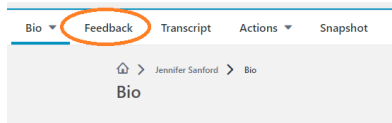
- Select **People** from the options on the left.



- From the results list, select the employee.



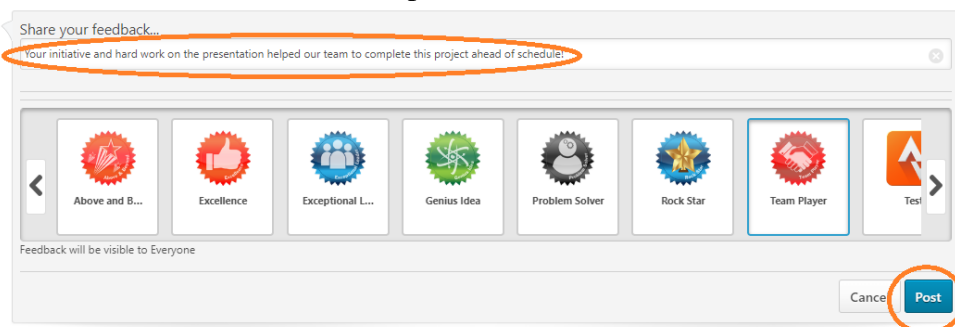
- From the employee bio page, select the **Feedback** tab.



- Select the **Badge** icon.



- Select the appropriate badge. You also, have the option to personalize the badge with a detailed comment. Select **Post** when completed.



- Employees can access awarded badges within their MyPURPOSE Profile under **Snapshot**.

