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:
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.
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.