

How performance works

Performance covers objectives, feedback, meetings, and a bonus points system, all under one sidebar item. Verified live on demo.blueonehr.com, 2026-09-13, signed in as an HR Head.

The pieces

Screen	What it is for
Dashboard	An overview of the pieces below.
Objectives	Goals with a title, one or more managers, assignees, a duration, and a status (e.g. Active).
360 Feedback	Multi-reviewer feedback on an employee — not exercised in this pass.
Meetings	Scheduled one-on-ones or review meetings — not exercised in this pass.
Key Results	Measurable outcomes attached to an objective — not exercised in this pass.
Employee Bonus Point	A discretionary points system: award points to an employee with a reason, either manually or via Automation Settings rules.
Period	The review period(s) objectives and cycles run against.
Question Template	Templates for feedback or review questions — not exercised in this pass.

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Employee view

Signed in as Ananya Iyer · HR Head

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Ananya

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Objectives

360 Feedback

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Employee Bonus Point

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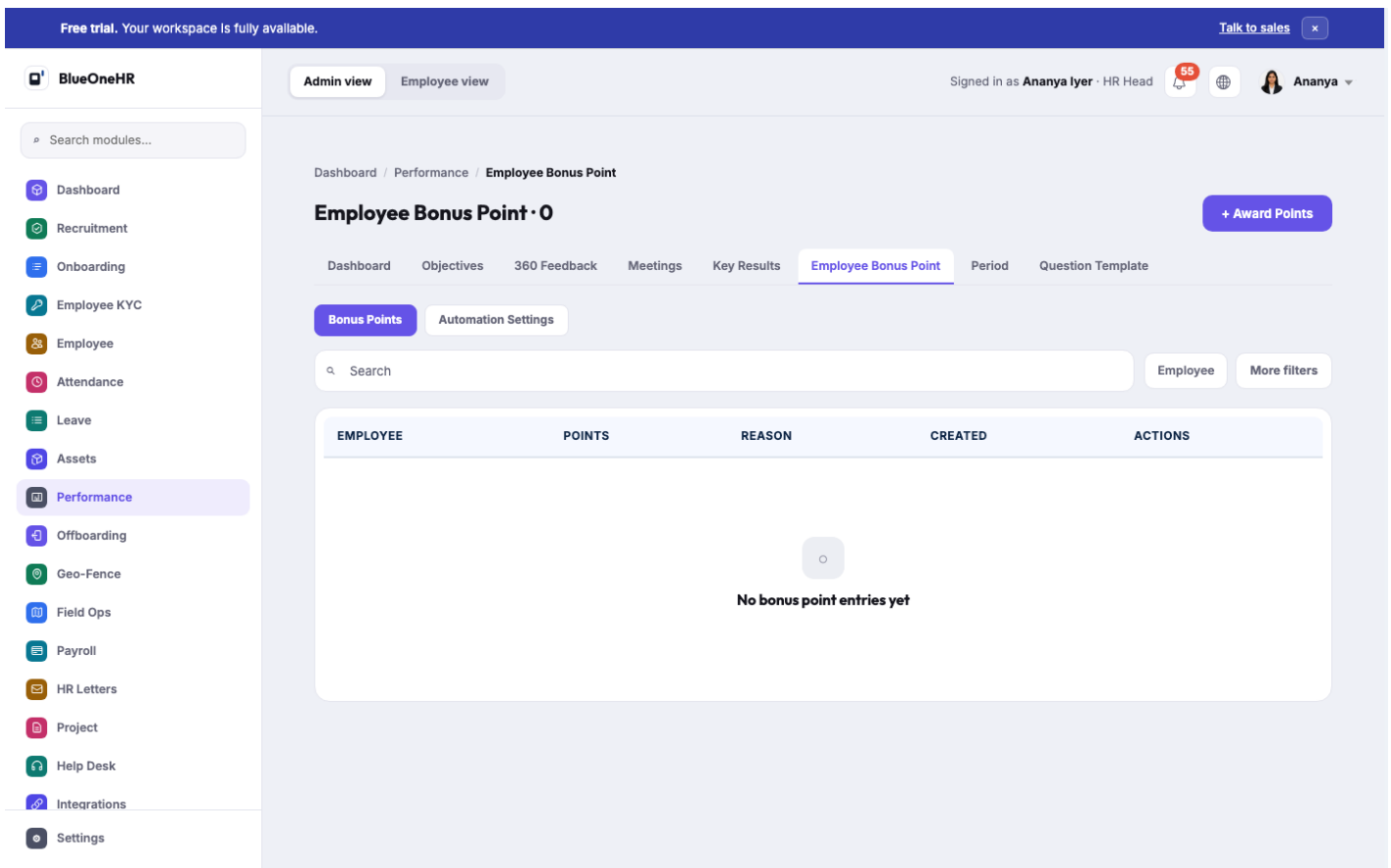
Group by

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TITLE	MANAGERS	ASSIGNEES	DURATION	STATUS	ACTIONS
Improve Customer Onboarding Experience	Ananya Iyer (BOHR0006)	0	90 Days	Active	View Edit Assign Delete

What was actually observed

Only one objective existed on the demo workspace ("Improve Customer Onboarding Experience", 90 days, **Active**, 0 assignees), and no bonus point entries had been awarded yet. This is a thin data set — enough to confirm the screens exist and their column structure, but not enough to describe how a mature, actively-used Performance cycle looks day to day. Do not extrapolate typical usage patterns from this single objective.



Bonus points can be automated

The **Automation Settings** tab, alongside the manual points ledger, implies bonus points can be awarded by a rule rather than only by hand — for example on some recurring condition. This pass did not open that tab's configuration in detail, so the specific rule types it supports are not yet documented here.