

PERFORMIX – AI-DRIVEN EMPLOYEE APPRAISAL & PERFORMANCE REVIEWS



RUN FAIR, STRUCTURED, MULTI-TIER PERFORMANCE REVIEWS. FROM SELF-ASSESSMENT TO FINALIZED SCORING.



Empowering Businesses with Digital Solutions

INFIZIA is a forward-thinking technology solutions provider specializing in cutting-edge **AI-powered** web and mobile app development, empowering businesses with **custom digital solutions** that enhance their online presence and streamline operations for greater efficiency and scalability.

We go beyond traditional development by integrating emerging technologies like **blockchain**, offering **secure and transparent data handling**, **smart contract development**, and decentralized applications (dApps) that enable organizations to build trustworthy, **future-ready ecosystems**.



MISSION

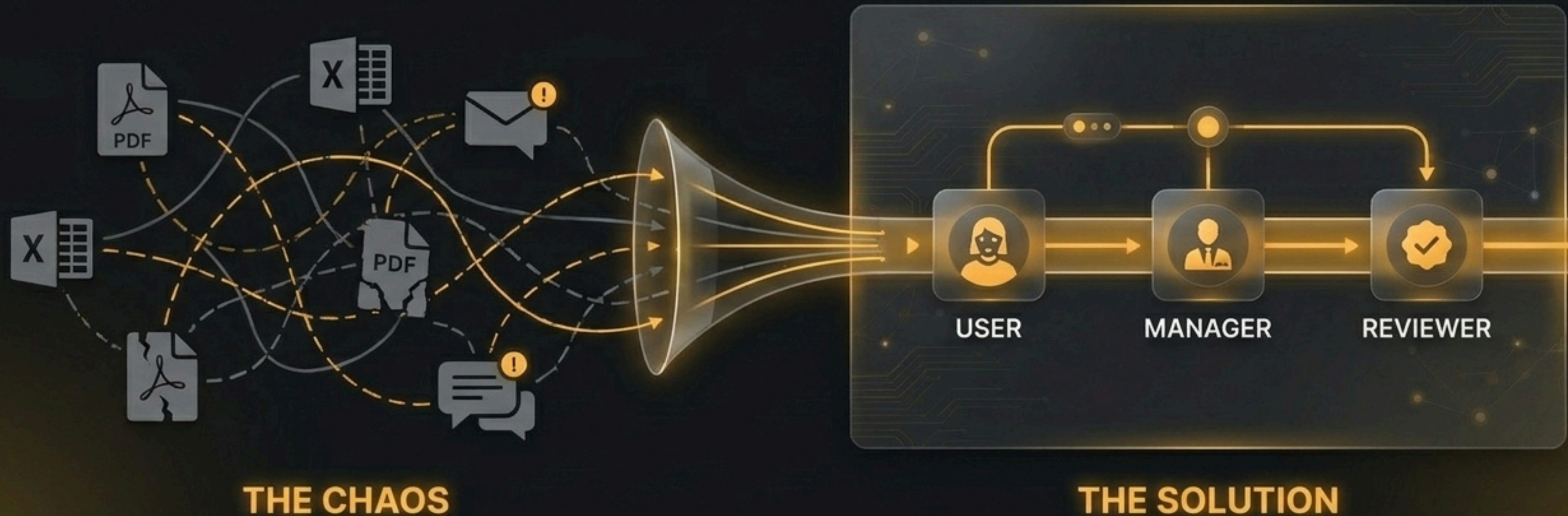
TO EMPOWER BUSINESSES WITH CUTTING-EDGE DIGITAL SOLUTIONS THAT DRIVE EFFICIENCY, ENGAGEMENT, AND GROWTH.

VISION

TO BE A GLOBALLY RECOGNIZED TECH COMPANY KNOWN FOR ITS EXCELLENCE IN WEB AND MOBILE APPLICATION DEVELOPMENT, DELIVERING HIGH-IMPACT SOLUTIONS THAT TRANSFORM BUSINESSES WITH INFINITE INTELLIGENCE.

Moving from disconnected feedback to a unified appraisal pipeline

Performix replaces the year-end chaos of scattered spreadsheets, offline PDFs, and unstructured 1:1 emails. We run the full appraisal cycle on a unified, role-scoped workflow driven by structured comment validation.



The traditional performance review is broken

Spreadsheet & email chaos

Loss of context and no audit trail



Single-tier bias

Manager-only reviews carry unconscious bias.



Lack of validation

One-line opinions passing as defensible reviews.



Blind HR visibility

Delays discovered only after the cycle ends.



Informal recognition

Peer feedback excluded from the formal record.



A three-tier engine built for fairness and defensibility

Our structured workflow ensures data integrity, fairness, and eliminates bias through role-based access and transparent tracking.

Performix | Enterprise Analytics Dashboard - Performance Cycle Q3

3-Tier Workflow

(User → Manager → Reviewer)



User

Self-Evaluation
Complete

Manager

Review
Pending

Reviewer

Final
Validation

Role-Scoped Visibility

(Eliminating early-rating leakage)



Ratings Locked for Peers &
Managers until Final Review

Real-Time Team Trackers

Peer Voting & Nominations



Architectural capabilities driving the Performix platform

 <p>3-Tier Submission Workflow</p>	 <p>Structured Comment Validation</p>	 <p>Auto-Saving Drafts</p>	 <p>Role-Scoped Filtering</p>	 <p>Peer Voting & Recognition</p>	 <p>Multi-Team Voting Maps</p>
 <p>Team Member Tracker</p>	 <p>Admin Team Overview</p>	 <p>PDF & CSV Exports</p>	 <p>Live Socket Notifications</p>	 <p>Unbreakable Audit Trail</p>	 <p>Secure User Management</p>

An accountable, three-tier workflow for every appraisal

Every transition is accountable. The system captures self-assessments, enforces manager reviews, and requires reviewer sign-off, all backed by an unbreakable audit trail.



Enforcing fairness through server-side comment validation

A simple "good job" can no longer pass as a formal review. Performix enforces minimum-character rules, rating justifications, and detects whitespace padding.

Rejected

⚠️ **Error:** 8/100 characters.
Padding detected.

Good job.



Accepted

✅ **Valid:** 142 characters.

The employee consistently demonstrates a strong commitment to team goals, notably during the Q3 project launch where they led the integration phase. Their ability to troubleshoot complex issues effectively reduced downtime by 20%. While communication in cross-functional meetings could be improved to ensure alignment, their technical execution is exemplary.

Minimum **100 non-whitespace characters** per core question.

Mandatory justification comment when any manager rating falls below 3.

Formalizing peer recognition with justified nominations

Capture 360-degree feedback with structured peer voting. Recognize top performers across teams without popularity-contest loopholes.

- Cross-team and same-team nominations.
- Reason-required voting (minimum 100 characters).
- One vote per user per team (self-voting strictly blocked).

The screenshot displays the 'Peer Recognition Nomination' interface. It features a 'Select Peer' dropdown menu with the following options: 'Select Peer' (checked), 'Alex Johnson (Marketing)', 'Maria Rodriguez (Engineering)', 'David Lee (Product)', and 'Sarah Chen (Sales)'. Below the dropdown, the selected peer is 'Maria Rodriguez, Engineering'. A text area for 'Reason for Nomination' contains the placeholder text 'Document your reason here. Minimum 100 characters required.' and a character count of '0/100'. At the bottom, there are 'Submit Vote' and 'Cancel' buttons. A red error message box at the bottom center reads: 'Cannot vote for yourself: Self-voting blocked'.

Live visibility into team progress and bottlenecks

Eliminate the post-cycle discovery of missed reviews. Managers and Admins get a real-time, consolidated view of submission velocity and hold-ups.



- Live submission status per team member.
- Bottleneck detection & rejection rates.
- Live nomination counts and pending vote tracking.

Manager Pending

1. Alex Chen (Marketing) ● Pending Review
2. Maria Rodriguez (Engineering) ● Pending Review
3. David Lee (Product) ● Pending Review

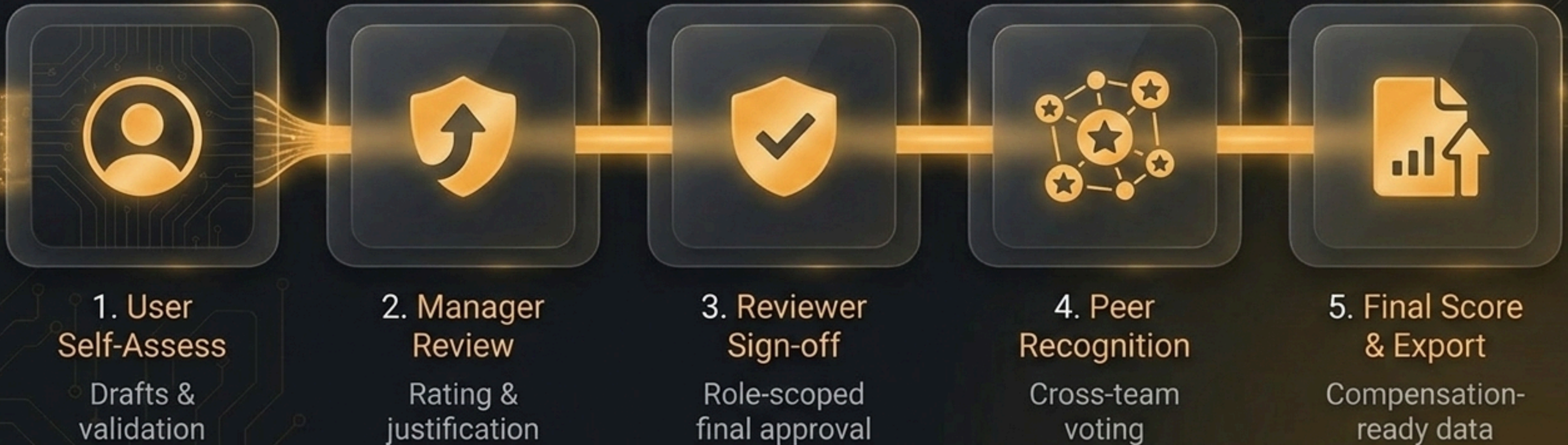
Rejection Rates by Stage

0-5% 5-10% >10%

Rejection Rate	Drafting	Peer Review	Manager Approval
0-5%	0-5%	0-5%	>10%
5-10%	0-5%	>10%	0-5%
>10%	0-5%	0-5%	0-5%

0-5% 5-10% >10%

The chronological journey from self-assessment to finalized score



Outcomes that transform how organizations reward talent

Fair multi-tier reviews

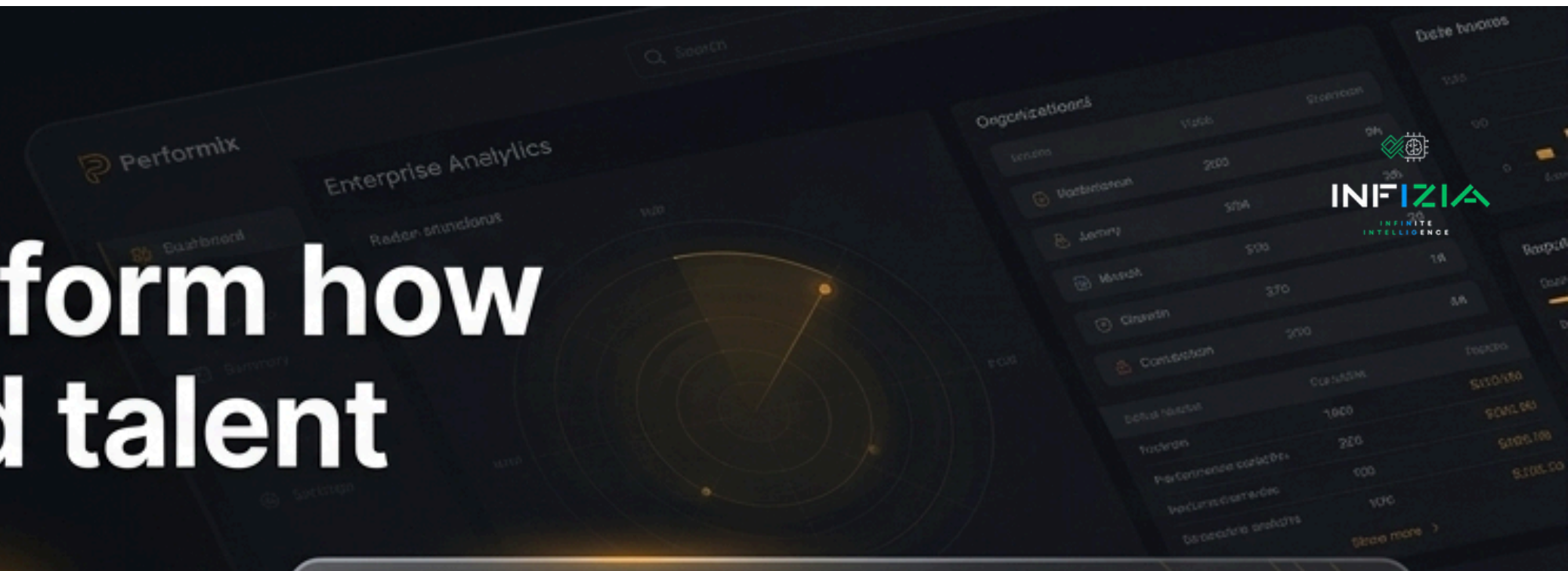
HR-led annual review cycles
replacing spreadsheet-heavy workflows.

Defensible scoring trail

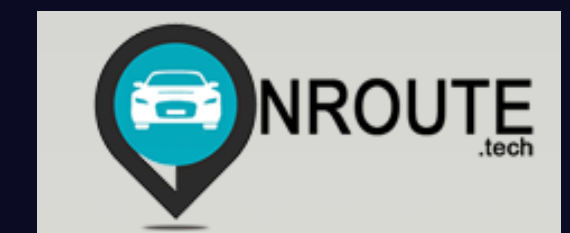
Multi-tier organizations
requiring manager-then-reviewer sign-offs.

Live HR visibility

Performance-bonus eligible teams
needing audited, justifiable paper trails for compensation.



OUR PAST CUSTOMERS



**Bring fairness and defensibility
to your next review cycle**



Performix

Fair multi-tier reviews

Defensible scoring

Live HR visibility

Book a Demo