Frequently Asked Questions
Talent Management

Introduction
This Frequently Asked Questions (FAQ) document is designed to answer Talent Management questions about the GA@WORK implementation.

Best Practice
The use of this FAQ is interactive by selecting "Ctrl" and "F" simultaneously on your keyboard and using the search box for a keyword search.

Question: Will the current ePerformance system information be transferred to GA@WORK?

Answer: Yes, information from the current ePerformance system will be archived in PRISM.

Question: Will cloning be a function in GA@WORK?

Answer: No, cloning is not available in GA@WORK. However, managers can use existing goals, responsibilities, competencies, and/or feedback to help with creating future performance documents.

Question: Can employees add goals for their manager to review and approve?

Answer: Yes, Employees as Self and Contingent Workers as Self, can add goals for the manager to review, edit, and approve.

Question: Can managers review employee Performance Reviews?

Answer: Yes, Managers will be able to review and evaluate employee performance and potential in GA@WORK.

Question: What is "assess potential" in talent management?

Answer: Assess potential functionality allows managers to understand their current team and their readiness for promotion and is used in conjunction with other talent management processes.

GA@WURK

Question: Who will review the comments a manager enters?

Answer: Agency Talent Partners will review manager comments when the rating is Did Not Meet or Exceeded Expectations.

Additional Questions
- Please visit our additional FAQs online here, https://sao.georgia.gov/human-capital-management-faqs
- If you have any additional questions that are not covered within this FAQ, contact the DOAS ETMS team at hra@doas.ga.gov.