

Pocket HRMS Brings Fairness to Performance Reviews with Custom KPI Weightage & Granular Ratings



Navi Mumbai, Maharashtra May 23, 2026 ([IssueWire.com](https://www.issuewire.com)) - Pocket HRMS, one of India's leading cloud-based HR and payroll software solutions, has announced a major upgrade to its Performance Management System (PMS) module. The May 2026 release introduces Customisable KPI Weightage, Precise Decimal Ratings, and a Consolidated Appraisal Report; three enhancements designed to make performance reviews more objective, transparent, and meaningful for both employees and organisations.

Performance reviews have long been a source of friction in the workplace. Rigid rating scales, opaque KPI structures, and fragmented appraisal data have often left employees questioning the fairness of their evaluations. On the other hand, managers struggle to differentiate performance accurately within fixed whole-number rating systems. The result is a process that feels unfair and outdated.

Pocket HRMS has directly addressed these challenges within its latest release:

Custom KPI Weightage

Previously, KPI weightage within [Pocket HRMS](#) was fixed and could only be set as a default value. With the new Custom KPI Weightage Flow, employees can now assign individual weightage to each KPI based on its relative importance to their role and organisational goals. Additionally, the system allows weightage to be restricted in alignment with overall KRA (Key Result Area) or Sub-parameter weightage, ensuring consistency across teams and departments.

This flexibility means that a sales executive's revenue target can carry more weight than an administrative task, and a product manager's delivery milestones can be prioritised over routine activities, all within a structured, auditable framework.

Precise Decimal Ratings

The update also introduces Precise Decimal Ratings to the appraisal process. Where earlier only whole numbers and half-step decimal ratings were permitted, reviewers can now assign custom decimal ratings such as 1.3, 2.7, or 3.6, providing a more nuanced evaluation that better reflects an employee's actual performance.

This seemingly small change has a significant impact: it reduces the forced clustering of employees into broad rating buckets and gives managers the precision they need to differentiate fairly.

Consolidated PMS Report

Complementing these enhancements is the newly introduced PMS Consolidated Report, an Excel-based report that aggregates data from all stages of the appraisal cycle into a single, comprehensive view.

Available to employees, managers, and admins alike, the report ensures that no stage of the review process is invisible to the people it concerns. Accessible directly through the ESS portal, it promotes transparency and accountability at every level of the organisation.

Commenting on the release, Jitendra Somani, Co-Founder of Pocket HRMS, noted that these enhancements are a direct response to feedback from their growing customer base across India. He stated, "Appraisals should reflect the ground reality within an organization. By giving companies the tools to customise weightage, rate with precision, and view the complete picture in one report, we have taken a meaningful step towards building a performance culture that employees actually trust."

About Pocket HRMS

Founded nearly two decades ago, Pocket HRMS is a pioneer in AI-first HRMS software, catering to hire-to-retire needs for startups and enterprises across India. Rooted in excellence, affordability, and cutting-edge technology, the platform offers robust modules for attendance, payroll, and talent management. Recent enhancements include an AI-optimized attendance system, HRMS Copilot™ for interactive employee support, and smHRt searchHR®, a groundbreaking analytics tool providing HR leaders with unparalleled global visibility into their workforce data.

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