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(57) Abstract :
This invention completes the performance management database design and B/S architectural system development by analyzing the human resource system needs of a company. Struts2, Spring, Hibernate, and Extjs frameworks, based on VC framework theory, are used to design the technical framework of the system and to implement the basic features of the talent performance management system. This includes a look at how big data can be used to improve enterprise performance management, as well as an overview of each module's design and how it was developed. The database outline design begins with the entity-relationship and analyses the data entities and accompanying relationships that are required for the system function to be implemented. Finally, a portion of the system code and test results are supplied, and the tests demonstrate the usefulness of the proposed management optimization strategy.

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