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managers and employees host and have better performance conversations with Personio. Our all-in-one HR software can ensure you never miss a crucial performance conversation again. Show me how Personio helpsA probation review meeting can conclude in three ways:The employee passes their probation and becomes a full member of the team.The employee meets some, but not all, of their expectations and their probation period is extended allowing them an opportunity to improve.The employer and employee agree to terminate the relationship. If they're staying, feel free to celebrate! You've hired a great employee and they're a good fit for your corporate culture.If they're staying, but need to put in a bit more effort, be clear but firm about how they can improve their performance. Perhaps with a performance improvement plan (PIP).If they did not pass their performance, go through the employee termination procedures (such as removing them from email, database and workflow systems, etc).There are some cases where a probation period may need to be extended. This is most often due to unforeseen circumstances that necessitate an extension. This gives valuable time to the employee and the business to assess their options. The most typical reasons for a probation period extension include: Significant absence due to illness or injury Lack of adequate training or resourcesUnforeseen changes in the role or companyPerformance below expectations, but with potential for improvement How long should the extension be? Generally, an extension should last between one to three months. This is done to give a healthy window where an employee can receive a fair and equitable evaluation regardless of the circumstances that prompted the extension. Key insight: By approaching it with transparency and a focus on development, you can turn this temporary setback into a positive step towards mutual success.Done right, an end of probation meeting is a chance for employees to support the right employees to improve their performance and set them up for greater things in future.But, it's difficult for managers to focus on performance when they have a mountain of paperwork or a cumbersome process standing in their way.Personio help can automate performance reviews and the entire performance management process from our all-in-one HR software. We'd be happy for you to chat with an expert today to see how it's done, and how it can meet the unique needs of your team.

What happens after probation period at work. What happens after 3 month probation period. What happens after probation period. Probation period interview questions and answers. Interview after probation. Probation period interview.