

Supplementary File 3. Endline PMS implementation outcomes questionnaire

Title: Endline survey on the digitized Staff Performance Management System in Cameroon EPI

Purpose: This questionnaire assessed staff experience with the digitized Performance Management System (PMS), including perceived relevance, alignment, ease of use, accountability, structured performance discussions, internal management capacity and sustainability risks.

Instructions to respondents:

Please answer the following questions based on your experience with the digitized Staff Performance Management System. Your responses will be analysed in aggregate and will not be used to identify individual staff members.

Response scale for PMS Q1–Q8:

1 = Strongly disagree / Tout à fait en désaccord

2 = Disagree / En désaccord

3 = Neutral / Neutre

4 = Agree / D'accord

5 = Strongly agree / Tout à fait d'accord

NA = Not applicable / Non applicable

Item code	Proctor outcome/domain	English questionnaire item	French questionnaire item	Response format
PMS.1	Adoption / eligibility	Have you used or participated in the digitized Staff Performance Management System (PMS)?	Avez-vous utilisé le système numérisé de gestion de la performance du personnel (PMS) ou participé à son utilisation ?	Yes / No
PMS Q1	Appropriateness: relevance	The digitized PMS addresses important performance management needs in EPI.	Le PMS numérisé répond à d'importants besoins de gestion de la performance au sein du PEV.	1–5 Likert scale
PMS Q2	Appropriateness: fit/coherence	The PMS aligns well with existing EPI management processes.	Le PMS s'aligne bien sur les processus de gestion existants du PEV.	1–5 Likert scale

PMS Q3	Role clarity / accountability	The PMS improved clarity of staff performance expectations and responsibilities.	Le PMS a permis de clarifier les attentes et les responsabilités en matière de performance du personnel.	1–5 Likert scale
PMS Q4	Feasibility / efficiency	The digitized PMS makes the performance review process easier.	Le PMS numérisé facilite le processus d'évaluation de la performance.	1–5 Likert scale
PMS Q5	Fidelity / structured use	Performance discussions are now more structured and evidence-based.	Les discussions sur la performance sont désormais plus structurées et fondées sur des données probantes.	1–5 Likert scale
PMS Q6	Accountability	The PMS strengthened accountability within my unit, section or position.	Le PMS a renforcé la responsabilisation au sein de mon poste, de ma section ou de mon unité.	1–5 Likert scale
PMS Q7	Acceptability / perceived value	Overall, the digitized PMS improved staff performance management within the EPI programme.	Dans l'ensemble, le PMS numérisé a amélioré la gestion de la performance du personnel au sein du programme PEV.	1–5 Likert scale
PMS Q8	Sustainability / internal capacity	The EPI team can manage the PMS without external partner support.	L'équipe du PEV peut gérer le PMS sans le soutien d'un partenaire externe.	1–5 Likert scale
PMS Q9	Sustainability risks	What are the main risks to sustaining the PMS? Select all that apply.	Quels sont les principaux risques liés au maintien du PMS ? Sélectionnez toutes les réponses applicables.	Multiple response

PMS Q9 response options:

- Connectivity issues / Problèmes de connectivité
- ICT capacity limitations / Limites des capacités en TIC
- Staff turnover / Rotation du personnel
- Weak leadership enforcement / Faible application par le leadership
- Limited time for PMS follow-up / Temps limité pour le suivi du PMS
- Low staff engagement / Faible engagement du personnel
- No major constraint / Aucune contrainte majeure
- Other, please specify / Autre, veuillez préciser

Optional open-ended question:

PMS Q10. What should be improved in future PMS review cycles?

Que faudrait-il améliorer lors des prochains cycles d'évaluation PMS ?

Analysis approach:

For PMS Q1–Q8, responses were grouped as negative, neutral and positive. Scores of 1–2 were classified as negative, 3 as neutral and 4–5 as positive. PMS Q9 was analysed as a multiple-response item, with percentages calculated using the total number of risk mentions as the denominator.