“Injazati” Performance Management System for Federal Government Employees

“Injazati” is a next-generation, AI-powered Performance Management System that redefines how federal employees plan, track, and deliver impact. It aligns individual objectives with the entity’s strategic goals, fosters a culture of continuous learning and results-driven performance, and provides a flexible framework that supports future government priorities while promoting positive behaviours and a culture of excellence.

“Injazati” embodies the UAE Government’s commitment to reducing bureaucracy by adopting smart, efficient solutions that enhance performance, boost productivity, and recognize outstanding achievements.

Key Principles of the “Injazati” System:

“Injazati” is built on a set of principles that form the foundational framework for its implementation:

- Government efficiency.
- Enhancing overall performance by aligning individual goals with the entity’s strategy.
- Establishing a flexible and competitive environment focused on results, continuous learning, and sustainable excellence.
- Empowering employees and innovatively developing the human resources framework.
- Achieving national targets.

Key Features of “Injazati”:

- **Global Methodology:** Adopts the global OKRs (Objectives and Key Results) framework to link the measurement of individual goals with the execution of entity strategies.
- **Smart System:** Utilizes intelligent solutions that support government performance efficiency and boost productivity levels.
- **High Flexibility:** Allows modification and updating of key targets throughout the year in line with changing priorities.
- **Enhanced Communication:** Ensures continuous performance monitoring and transparent, systematic documentation of feedback.
- **Competitive Environment:** Enables entities to identify talent and recognize outstanding performance.
- **Increased Productivity:** Supports the integration of individual and institutional performance to achieve priority goals.
- **Performance Governance:** Develops measurement and evaluation mechanisms that strengthen integrity and accountability.

Key Methodologies of “Injazati”:

- The global OKRs (Objectives and Key Results) methodology for linking the measurement of individual goals with the execution of entity strategies.
- Key Performance Indicators (KPIs).
- Behavioural Competencies (3C).

Scope of Application:

Starting January 2026, this system will be implemented for all employees of federal entities who are subject to the provisions of Federal Decree-Law No. (49) of 2022 regarding Human Resources in the Federal Government.
This excludes employees occupying job grades from Grade 8 to Grade 14, or their equivalent in federal entities that apply their own grade structures.

New Practice:

A new practice has been introduced that takes national initiatives into account as part of employee performance evaluation. This recognizes employees who make positive contributions to achieving these initiatives, with a beneficial impact on society.

AI-Powered Digital Platform:

An integrated AI-powered platform has been designed to facilitate the implementation of the system, enabling employees and managers to manage performance smoothly and efficiently. It includes:

- AI-driven tools for tracking goals.
- Automated documentation of feedback.
- Continuous evaluation throughout the year.
- Involvement of direct managers in calibrating and balancing evaluation scores.
- Involving direct managers in calibrating and balancing evaluation percentages.

Technical and Advisory Support:

The Federal Authority for Government Human Resources is committed to providing technical and advisory support to ministries and federal entities, ensuring the optimal use of the “Injazati” System through the “Bayanati” platform, via:

- Customer Happiness System

  Unified Call Center 600525524

- To view the Performance Management System “Injazati” Procedures Guide for federal government employees, click here.
- To view the Cabinet Resolution No. (161) of 2025 regarding the Performance Management System in the Federal Government “Injazati”, click here. (*Available in Arabic only*)
- To view the User Guide for the Federal Government Employee Self-Service System “Injazati”, click here.
- To view the Frequently Asked Questions regarding the Performance Management System for Federal Government Employees “Injazati” , click here.
- To view the Introductory Workshop Presentation for “Injazati” System, click here.
