

 Microsoft  SharePoint  Office 365

PERFORMANCE

CONTINUOUS AND COLLABORATIVE
PERFORMANCE MANAGEMENT

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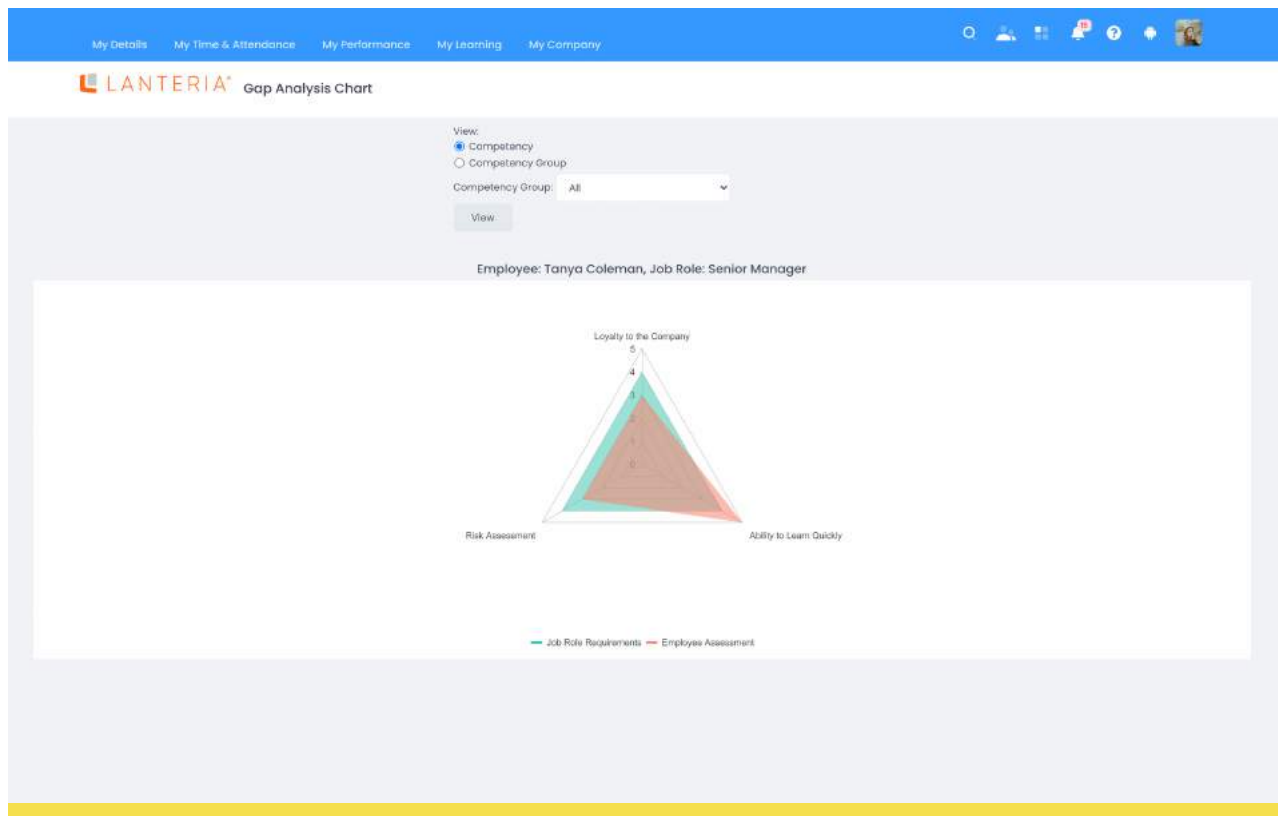
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MODULE OVERVIEW

Empower high performance culture by setting the clear goals, streamlining the employee performance appraisal and increasing the productivity of each employee.

- Define the required competencies and skills
- Select goals and KPIs for each employee, org unit, and the company as a whole
- Generate performance reviews on a scheduled or ad-hoc basis
- Analyze each employee through 360 Feedbacks
- Be aware of the performance trends on every level of the company
- Define the career paths and goals for employees
- Plan the succession throughout the company



FEATURES



ANALYZE AND IMPROVE PERFORMANCE

- Performance analysis with the charts and reports
- Full insights of organization's strength and weaknesses
- Pay for Performance culture

SIMPLIFY THE REVIEW PROCESS

- Configurable appraisal forms and review cycles
- Multi-tier / 360 degree feedbacks
- Employee feedbacks
- Easy tracking review progress and automated reminders

SET SMART GOALS ALIGNED WITH YOUR STRATEGY

- Create and monitor Individual, team and company goals and KPIs
- Track progress with dashboards and reports
- Evaluating goals achievement during performance review

TRACK COMPETENCIES AND SKILLS

- Job-based competency library and profiles
- Competency assessment both ad-hoc and during performance review
- Check-ins - ongoing one-to-one performance conversations
- Search employees by competencies and skills

PLAN EMPLOYEE DEVELOPMENT

- Identifying development needs based on competency gaps
- Personal development plans and objectives
- Managing career goals and paths

PLAN SUCCESSION, DEVELOP TALENTS

- Career and succession planning
- Job-based promotion and rotation paths
- Multiple talent pools

USER ROLES IN LANTERIA HR

HR PRO

Complete automation of HR tasks and access to full analytical reporting.

MANAGER

Collaboration with teams and better management decisions supported by Manager Self Service.

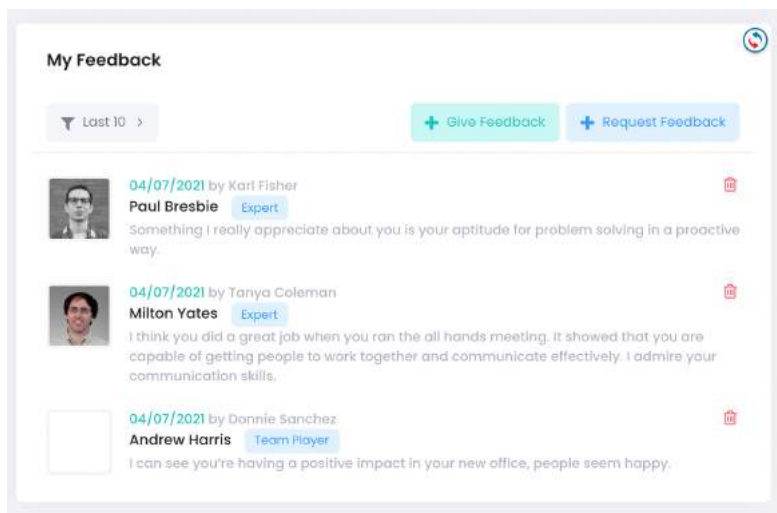
EMPLOYEE

Employee engagement and access to personal data, records and documents with Employee Self Service.

CUSTOM ROLE

Custom user roles and permissions, such as: training managers, recruiting managers, local HR managers and other.

ANALYTICS AND REPORTS



Get the full analytical insights and make informed decisions. Use a library of out-of-the-box reports and dashboards available in the system or create your own custom reports using Lanteria Report Builder.

LANTERIA HR SYSTEM



Lanteria HR is a SharePoint based Human Resource Management (HRM) solution that facilitates and automates the entire Human Resource (HR) cycle in a company. The solution creates a central storage location for all HR information, while supporting HR processes and increasing the performance of each employee and organization as a whole.

Lanteria was founded in 2006 and, since that time, have successfully completed over 150 projects for local and international clients. The Lanteria team includes both experienced HR and IT professionals. This allows us to integrate our extensive HR experience with all the cutting-edge Microsoft technologies that you are already using.

OUR CUSTOMERS



- ✓ Customers in 40+ countries around the globe
- ✓ Exclusive focus on HR management and Microsoft technologies
- ✓ Professional implementation and support teams
- ✓ Microsoft Certified Partner
- ✓ 50+ partners worldwide
- ✓ Founded in 2006

