

Techmetals Case Study

Industry: Manufacturing

Size: 240+ employees

Location: United States

ABOUT COMPANY

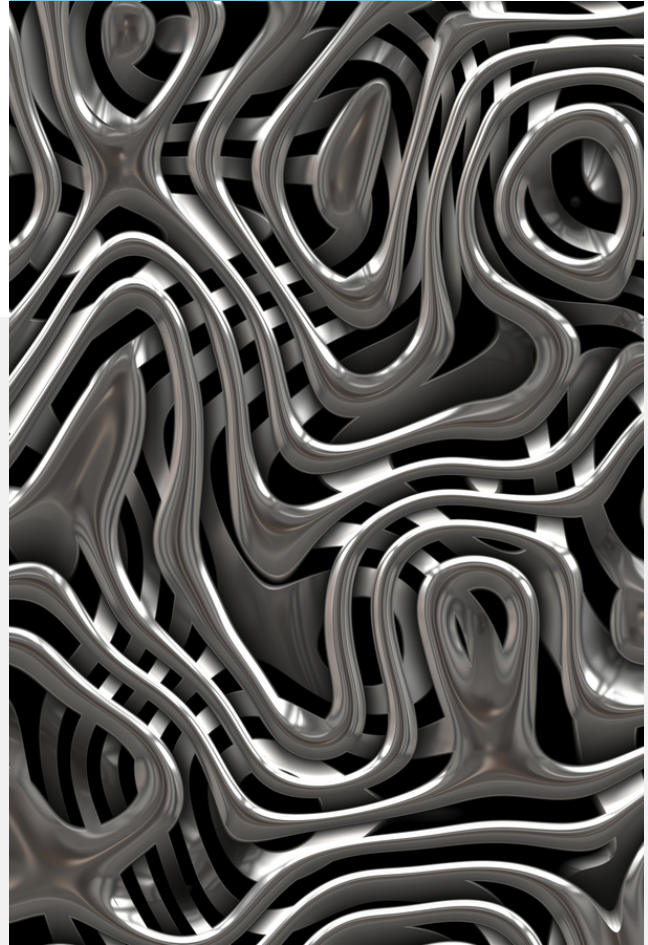
TechMetals is a mid-sized manufacturing company that specializes in producing parts for the aerospace and defense industries. The company has been experiencing steady growth over the years, and as a result, the HR team needed a professional HR system to manage their expanding workforce.

**Meet Jim Pemberton,
IT Manager at Techmetals**



Jim Pemberton, the company's IT/Security professional, was tasked with finding a suitable HR platform that would meet their growing needs.

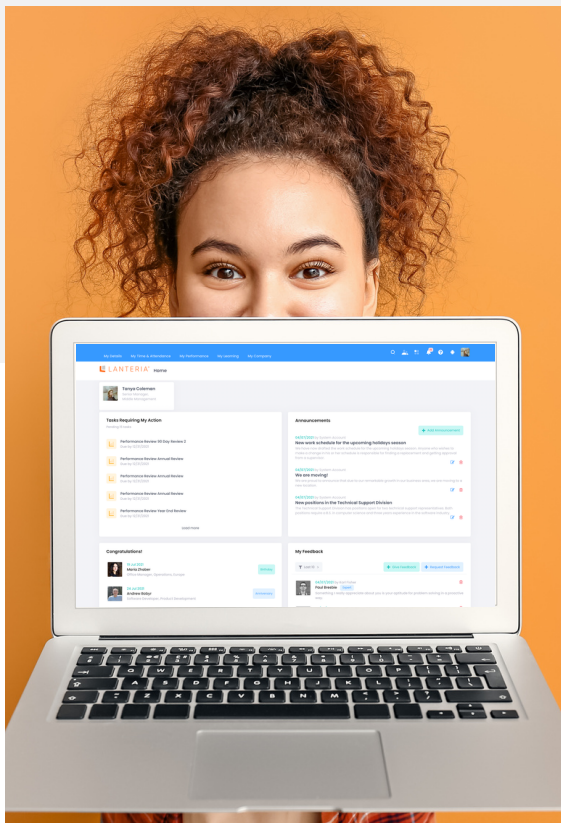
This case study highlights how Jim and the HR team successfully implemented Lanteria, a comprehensive HR management software, and the benefits the company has experienced since its implementation.



TECHMETALS' WISHLIST

- To cover the most tedious HR processes in a company.
- To move from the inefficient HR platform they used before.
- To accelerate the hiring process.

"Lanteria gives us the flexibility to come up with creative ways, where putting the people's data together is not a manual struggle anymore."



THE DECISION

Jim Pemberton was brought on board during the Lanteria decision phase. TechMetals was previously using a low-functional HR system that required all data to be entered manually, and they were looking for a better solution.

Jim, with the help of the CFO, reviewed several HR platforms and decided on Lanteria.

THE IMPLEMENTATION

When Techmetals signed up for Lanteria, the company had about 180 employees. Currently, the company has grown to 240 employees, with plans to hire more staff in the future. Initially, the HR team was hesitant to implement Lanteria due to the changes it would bring to their daily operations.

However, Jim and the Lanteria team made the implementation process smooth and easy.

According to Jim,

"Lanteria's team is very easy to communicate with. Also, they got a very good understanding of how to configure Lanteria HR to meet our requirements. Very knowledgeable team."

FEATURES AND BENEFITS

Techmetals uses Lanteria's Core HR, Compensation, and Recruiting modules, and they plan to roll out the Performance module soon.

The Recruiting module has been crucial in helping Techmetals hire new staff. The HR team loves it and hopes to get more people with its help.

Additionally, Lanteria HR solutions have automated previously manual processes, saving the HR team time and reducing the risk of errors.

TECHMETALS' TOP 3

Recruiting module

Lanteria's Recruiting module is a centralized platform for managing job postings, applicant tracking, candidate communications, and onboarding. The module offers customizable workflows and reporting options to help organizations efficiently manage their recruiting efforts.

Employee Card

An employee card is a digital record that contains important information about an individual employee. In Lanteria, it includes their personal details, employment history, job title, department, manager, compensation, and performance reviews. The employee card serves as a centralized location for HR professionals and managers to access and update employee information, and it can be used to track an employee's progress and development within the organization.

Absence Management

Lanteria's Absence management is designed to help organizations manage employee time off requests and absences. It provides a centralized platform for employees to request time off, for managers to approve or deny those requests, and for HR professionals to track and manage absences. The module offers customizable absence policies and workflows, as well as reporting options to help organizations stay compliant with regulations and effectively manage employee schedules. The feature can also integrate with other HR tools, such as payroll, for a complete HR solution.

CONCLUSION

Techmetals' implementation of Lanteria has been a success story. The company has experienced several benefits, including increased efficiency, improved accuracy, and better employee management.

The HR team has grown from two members to four, with plans to hire a trainer to help develop staff further.

Lanteria has been an excellent investment for Techmetals, and they plan to continue using it to manage their HR processes effectively.

