Lanteria

ICMPD
Case Study

International Centre For Migration Policy Development (ICMPD) got rid of paperwork and dramatically reduced manual document processing using Lanteria HR

ABOUT COMPANY

International Centre for Migration Policy Development is a global organization that provides expertise and services on migration and asylum issues. The ICMPD has 17 member states and about 300 staff members. This organization is active in more than 90 countries worldwide, with the HQ based in Vienna and offices in several countries.
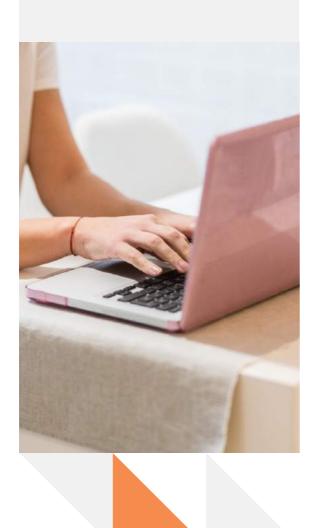
SOLUTIONS

The organization maintained employees' data in Excel and with the organization's growth, the need for digitalization of the data and processes increased.

They selected Lanteria HR to move to the paperless processes.

AT A GLANCE

CHALLENGES

- Outdated HR tools
- All employee data was previously stored in Excel
- A single storage for all employee contracts required
- Time-off requests automation needed
- Lack of cutting-edge performance management software

BENEFITS

Single Sign-On

Lanteria HR is the Microsoft SharePoint-based software and can be easily integrated with other Microsoft products.

At the initial stage of the project implementation, we integrated Lanteria HR with the client's Office 365 user profiles. This solution allows the users to access the system with the same single sign-on that they use when accessing other corporate resources. Also, this solution allows to automatically create the new employee's digitalized card as soon as their accounts are created in the user profiles.

In fact, the HR team got access to the digitalized employee data immediately as we completed the system installation and synchronization with the Office 365.

Documents and Files

Core HR module of the Lanteria product allows to keep employee documents and tack their expiration date, which is exactly what ICMPD needed.

This functionality is supported by the standard workflows and automates notifications sent out to the HR, Manager and Employees.

Time and Attendance Tracking

The Time and Attendance module allows to automatically create an annual paid leaves quota based on the absence plans assigned to the users.

Also, the system automatically calculates the paid leave balance after submitting the absence request.

Automated approval workflows and notifications completely transformed ICMPD's absence request processes.

BENEFITS

Performance Reviews

For phase 2 of the system implementation, the client introduced the performance review process using the Lanteria HR Performance module. We helped the client to configure the review form and review workflows. During the review process, the users can set the goals, assess the competencies and add a development needs plan.

Help Desk

In addition to the above, ICMPD started using the HR Help Desk to track employees' requests to the support services.

TESTIMONIAL

It's a very good HR Software that covers most of the HR topics. Its functionality and user-friendly approach are amazing.

The ROI is very high.

For the value of money and time resources invested in implementation, you will get the most out of it. The support team is great and they are always available for help!

ALEKSANDAR MICIC

People Management Systems and Processes Officer

RESULTS

- Simplified workflows
- Less paperwork
- Single point data entry with integration across multiple platforms
- Increased employee engagement in career & development planning
- Easy to locate, reliable information with appropriate security measures