LANTERIA HR

COLLABORATIVE & CUSTOMIZABLE HR PLATFORM

Microsoft   **SharePoint**   **Office 365**

WHY LANTERIA

✓ All HR data stored in one place

✓ Easily manageable leave policies

✓ Complete control over compensations

✓ Streamlined recruiting and onboarding

✓ Digital performance evaluation systems

✓ Collaborative learning management

✓ Efficient career and succession planning

OVERVIEW

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 200 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.

LANTERIA HR MODULES

CORE HR

Manage the company's structure, automate your essential HR processes and create a central storage of employee records and documents.

TIME AND ATTENDANCE

Set up the absence policies, track and approve employee leave records, and register the time spent on various activities.

RECRUITMENT

Unify and automate the entire recruitment process to ensure you get the right people onboard.

PERFORMANCE

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

LEARNING

Develop employees' skills and competencies by planning and delivering targeted training programs, managing compliance and tracking certification with the Lanteria Learning module.

SELF SERVICE

Increase employee engagement, save time / costs and improve collaboration with Employee Self Service (ESS) and Manager Self Service (MSS) portals.
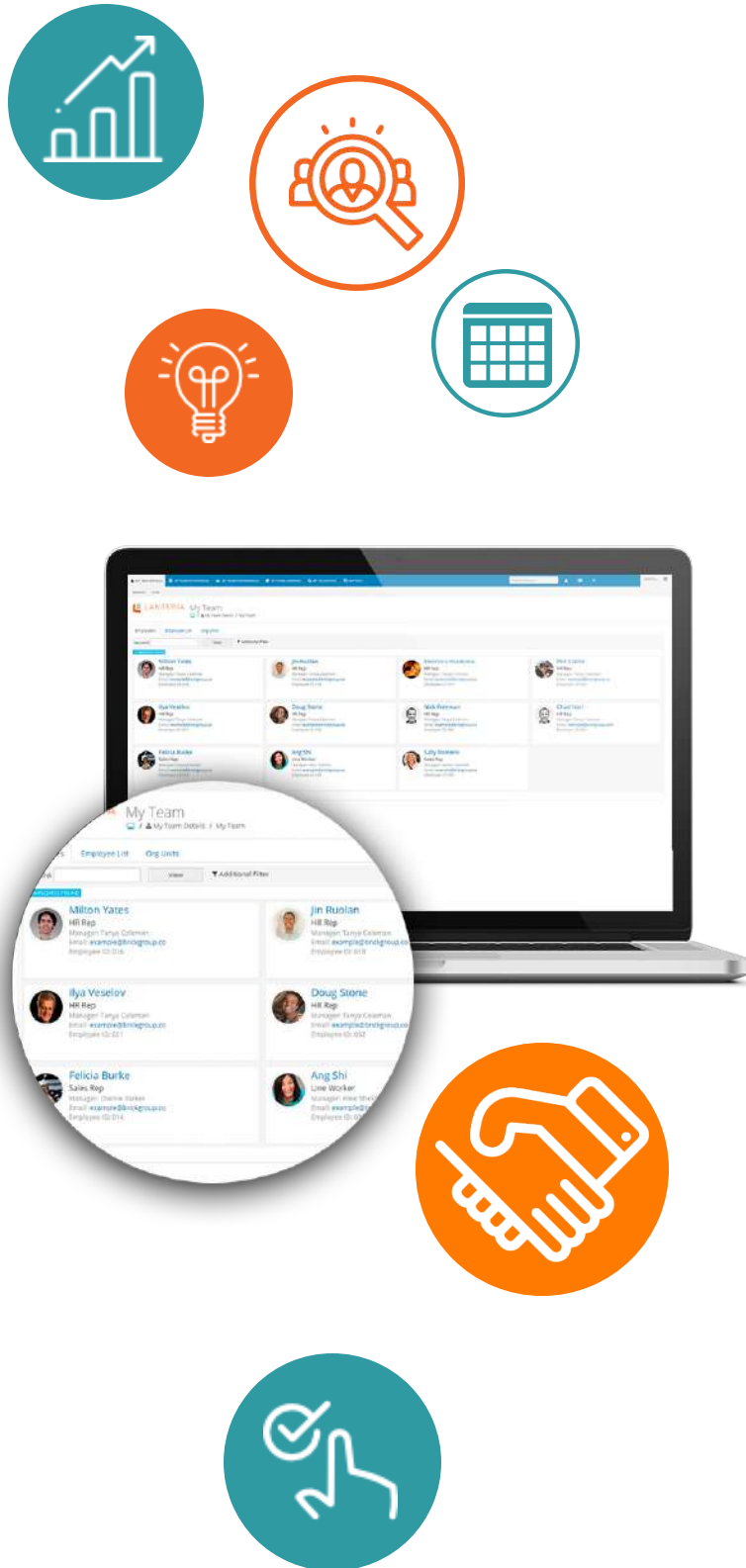
CORE HR

Manage the company's structure, automate your essential HR processes and create a central storage of employee records and documents.

- Have a centralized storage of all employee data
- Design and track the HR processes and approval workflows
- Maintain all HR documents in one place
- Visualize the organizational chart
- Define and analyze the compensation components
- Launch salary reviews
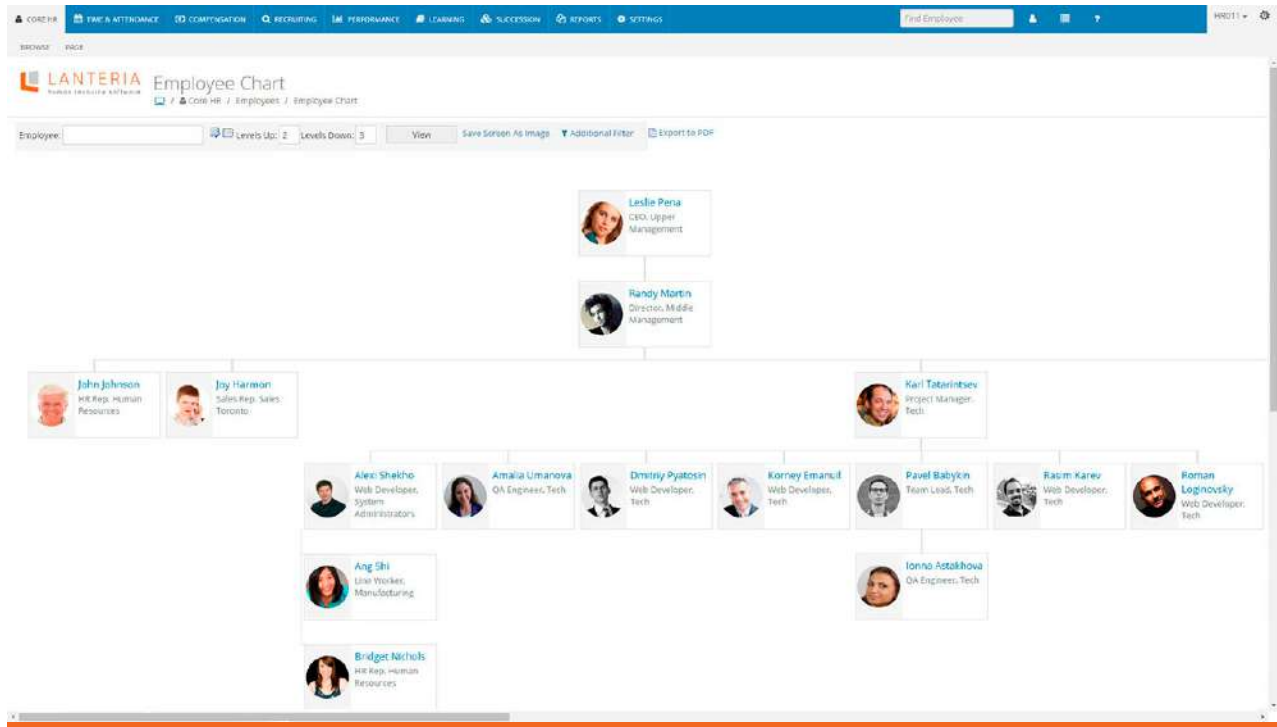
TIME AND ATTENDANCE

Set up the absence policies, track and approve employee leave records, and register the time spent on various activities.

- Define the company-wide leave policies and rules
- Set up comprehensive approval workflows
- Have a global absences calendar
- Increase productivity with project-based time tracking

RECRUITING

Unify and automate the entire recruitment process to ensure you get the right people onboard.

- Easily create and post new job openings with approval workflows
- Collaborate with the applicants
- Schedule the interviews
- Generate and store the candidate offers, contracts, and more

PERFORMANCE

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
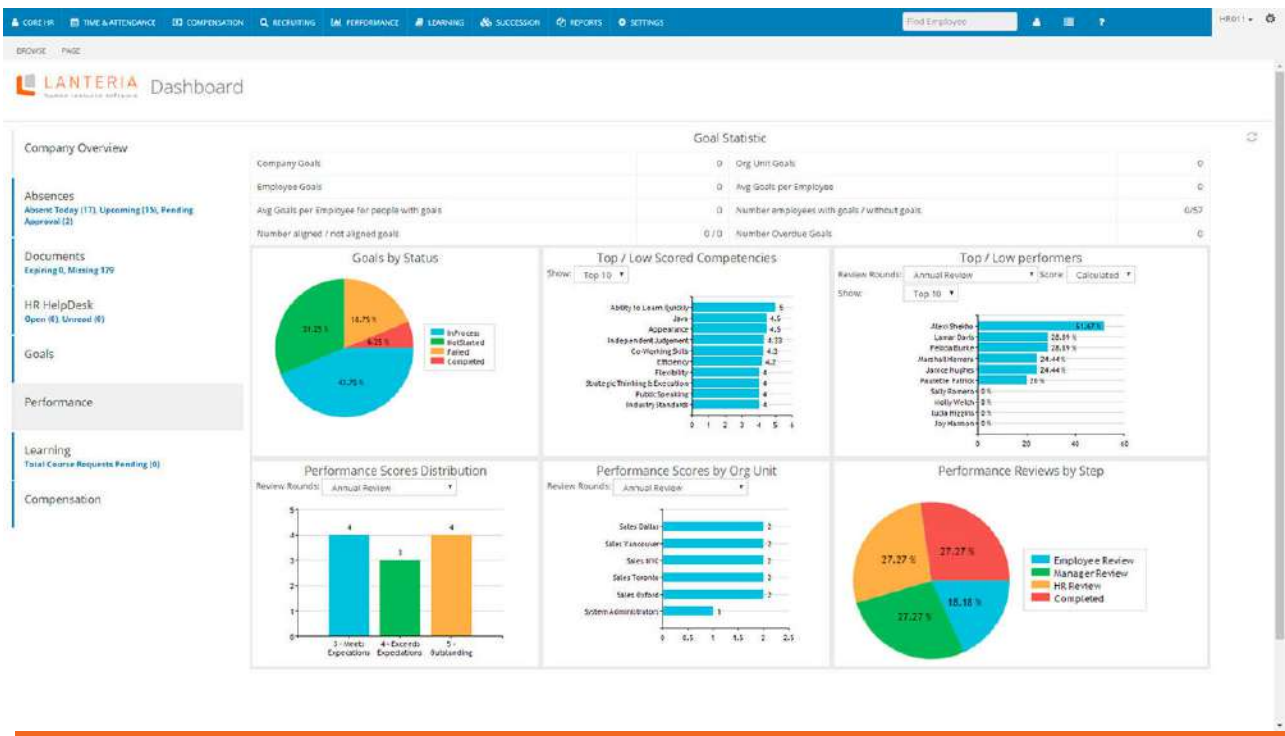
LEARNING

Develop employees' skills and competencies by planning and delivering targeted training programs, managing compliance and tracking certification with the Lanteria Learning module.

- Create a storage location for all learning materials
- Plan and track the training process
- Build quizzes and track certification
- Report on the learning results

SELF SERVICE PORTAL

Increase employee engagement, save time / costs and improve collaboration with Employee Self Service (ESS) and Manager Self Service (MSS) portals.

- Access to personal records
- Leave balance and time off requests
- Company wide information
- Performance and learning space
- Collaboration with your team

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.

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

CONTACTS

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AWARDS

WINNER TECHNOLOGY INNOVATOR AWARDS 2018 — CV MAGAZINE

2017 FrontRunners — Gartner. Software Advice

CV MAGAZINE 2016 Technology Innovator Awards Winner

RECRUITMENT AWARDS 2016 — CV MAGAZINE

Great User Experience 2017 Award — Awarded by FinancesOnline

Rising Star 2017 Award — Awarded by FinancesOnline