

Altamira



ALTAMIRA **PERFORMANCE**

www.altamirahrm.com

ALTAMIRA PERFORMANCE FUNCTIONS

Altamira Performance is a cloud software that allows you to manage staff evaluation processes in a flexible, transparent and shared manner.

DIGITIZE THE EVALUATION PROCESS

Altamira Performance recreates the traditional process of performance management of a company in a digital, interactive environment, with all the resulting advantages.

This is because much of the platform is customizable by the client: the parameters and assessment schedules, list of skills, goals etc.

You may decide, for example, to allow or not the employee self-assessment or to enter a mid-year review to take stock of the situation.

A SELF-SERVICE AND INTERACTIVE ENVIRONMENT

Altamira Performance provides managers and employees with a self-service environment in which to interact with total transparency.

Each employee receives his or her credentials and can view their own file and evaluation path, while managers can add assessments and comments on all staff working in their area.

An automatic notification system informs the parties when it is time for them to participate in the process.

DEVELOP STAFF SKILLS

With Altamira Performance, a skills map is drawn up and you can increase, decrease and change the list of soft and hard skills available in the company, whenever needed.

Basically, our software assigns certain skills to individual positions, while others, mostly transversal, are considered essential for everyone working for the company.

These aspects too can be edited to meet the needs of the customer.

IDENTIFY THE SKILLS GAP

After identifying the skills to be tracked for an employee, you then assign them an initial rating.

In this phase, in addition to the manager's assessment, self-assessment by the employee may also be foreseen, so as to increase their sense of involvement and obtain extra input for consideration.

The difference between the existing ratings for the skills and the desirable rating determines the skills gap which is calculated automatically by our platform. This gap to be filled is reflected in the definition of an employee's goals.

DEFINE THE GOALS OF EVERY EMPLOYEE

Manager and employee negotiate together a series of goals to be achieved within the evaluation cycle.

Each goal has a title and a description, as well as a weighting which determines its importance.

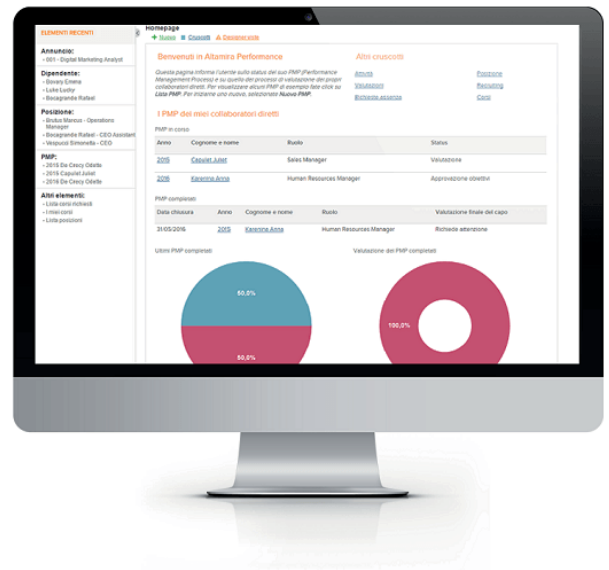
This system enables organizations which use the Management by Objectives methodology to provide their employees with the tools they need in order to set goals and monitor their achievement.

ASSESS GOAL ACHIEVEMENT

In the evaluation phase, employees and managers indicate to what extent the objectives established earlier have been achieved.

Altamira Performance evaluates the degree of achievement of goals, both in numerical form – ideal for commercial roles – and in qualitative form, appropriate for technical roles.

The presence of a comments box provides the opportunity to indicate reasons for the decisions taken and to give more food for thought to the employee.

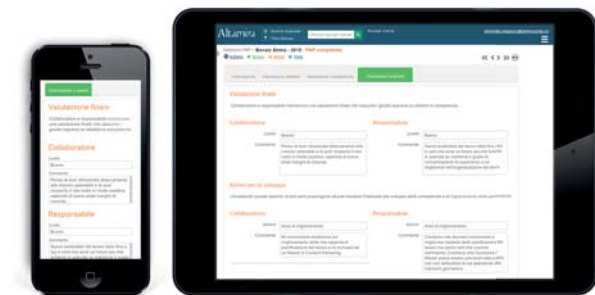


PROVIDE A FINAL EVALUATION

The performance management process is effective only if you have the time and opportunity to evaluate the results and to set up a development strategy.

This is why our platform includes a space dedicated to the overall rating, which summarizes all the previous assessments. This rating is useful for making decisions about promotions, awards, pay rises, etc.

The calculation of any bonus can also be carried out by the software, using non-complex, mathematical formulae.

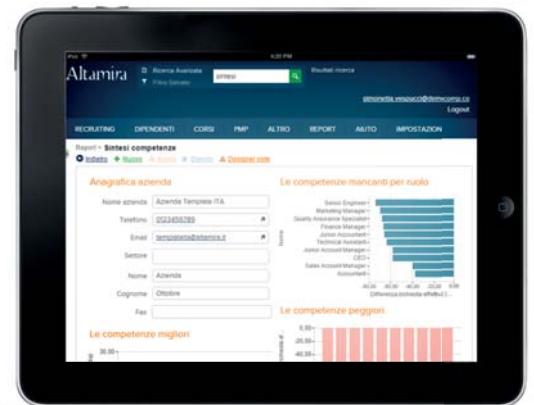


ORGANIZE DATA INTO REPORTS

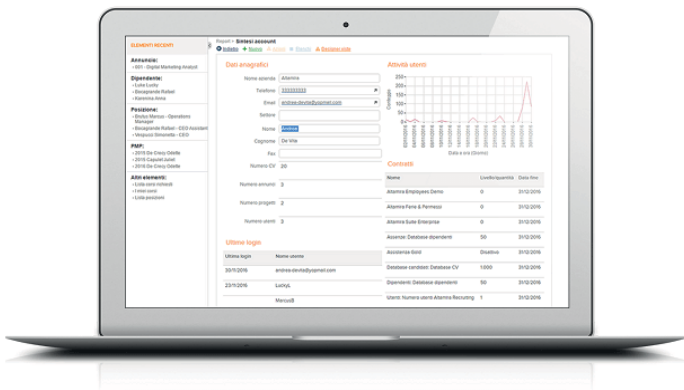
The platform offers numerous reports as well as the possibility of creating new ones or organizing and viewing data in pie charts, histograms, tables etc.

Thanks to the reports, decisions about awards, promotions, renewals, hiring, content for the company training plan, etc., can be made on the basis of concrete data.

This way, planning your human resources development based on merit and objective factors, rather than on subjective judgements, becomes easier.



WHY CHOOSE **OUR SOFTWARE**



HIGHLY CUSTOMIZABLE

Altamira software has the great advantage of being easily adapted to the processes and requirements of the client company.

Indeed, it offers complete freedom to make any changes required, such as creating and editing fields, adding lists and customizing the layout and workflow.

The Altamira HRM suite is a safe investment: when requirements and procedures change, the platform can be reconfigured accordingly!

EASY TO USE

Using Altamira software is simple and requires minimal training, which is provided at the beginning of the contract.

Access is by a simple browser - an environment familiar to everyone - using personal credentials (username and password).

The clear and user-friendly interface is designed to be quickly mastered, even by those who only occasionally use the platform.

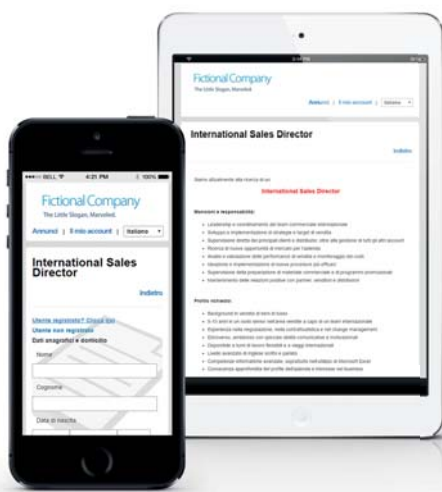


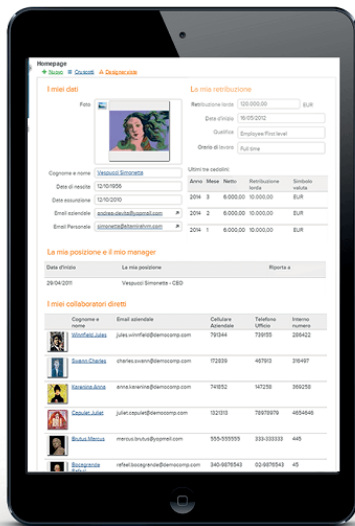
ACCESSIBLE FROM ANYWHERE

All products in the Altamira HRM suite are provided via Cloud and available in self-service mode.

This means that you can access them from anywhere and using any device with a browser!

The responsive design of our platform makes for easy use and excellent browsing experience with any smartphone or tablet.





EASILY INTEGRATED

Altamira HRM integrates easily with other business software, such as payroll systems, attendance tracking, CRM etc.

This way you can import and export data in commonly-used formats and take advantage of the powerful reporting features available.

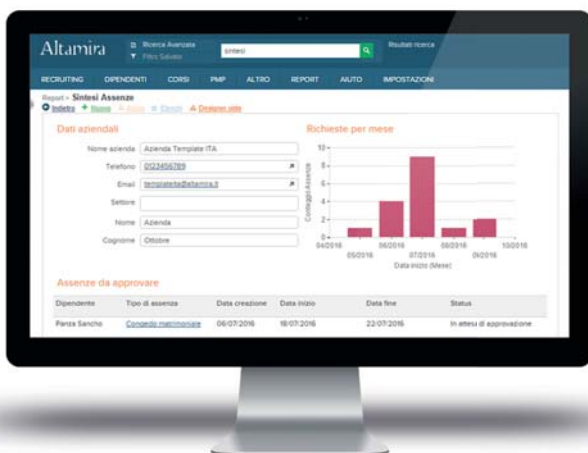
Any changes which arise in HR and IT strategy will be managed in a simple and painless way!

RELIABLE

Altamira has chosen one of the biggest cloud computing companies in the world to host its services, guaranteeing security, reliability and stability.

We work with attorneys and privacy consultants to ensure that our platform always complies fully with all regulations.

We also provide all customers with two focal points, one technical and one commercial, for quick and comprehensive assistance.



CONVENIENT

The Altamira HRM suite does not require the purchase of any licence, nor does it involve complicated installation, maintenance and upgrades or call for IT unit intervention.

Prices are based on company size and requirements: you only pay for what you actually need, through a monthly or annual fee.



ABOUT US

Altamira Srl is an Italian software company which produces recruiting and human resources software.

Founded in 1999 and based in Milan, it was among the first in Italy to offer its products via SaaS (Cloud).

All team members (marketing staff, consultants, programmers, and technical assistance) are highly qualified and have training and experience in human resources management processes.



OUR PRODUCTS

Altamira offers a suite of software for human resources management consisting of:

- **Altamira Recruiting** to manage the entire candidate selection process.
- **Altamira Employees** for managing employee data and documents.
- **Altamira Learning** to handle corporate training.
- **Altamira Performance** to digitize the performance evaluation process.
- **Altamira Leave Management** to request and approve absences and leave.

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The full HR Altamira software suite meets the needs of both small and large businesses, as well as those of complex multinational groups.

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