Altamira
Performance

Digitalize your employee evaluation process

Altamira Performance is a cloud-based software that allows you to evaluate employee competencies and goals in an agile, transparent, and collaborative environment.

Recreate your evaluation processes

Take full advantage of the four pre-made evaluation templates available on the platform and adapt them to your company's specific needs.

As a matter of fact, most of the platform is fully customizable, including evaluation metrics and timelines, skills, objectives, etc. You could decide, for example, to allow self-evaluation or to carry out one or more interim reviews.

Increase transparency and reward merit

Altamira Performance provides a self-service portal where managers and collaborators can interact in total transparency.

Employees can view their own appraisal process while managers provide feedback on their team. An automatic notification system informs the parties when it's their time to engage.

Map out your company's human capital

Map out the soft and hard skills available in your company. Our software assigns skills to specific roles, while other competencies are deemed essential for anyone working at the company; these parameters are fully customizable to adapt to your needs and processes.

Evaluate competencies with observable behaviors

During the evaluation process, acquired skills can be evaluated directly or through observable behaviors. The latter option allows for a greater level of objectivity, assessing the actual frequency of a concrete behavior rather than an abstract competence.

Identify skills that need strengthening

By inputting the actual and desired level for a targeted skill, the platform will automatically identify the existing gaps, thus performing the implementation strategy of the company's employee development programs.

Define your goals

With our performance evaluation platform, employees and managers can work together to define qualitative and quantitative goals, which can be set on a personal, team, or corporate level.

As a result, employees know how to contribute to the company's success, while managers are provided with reliable metrics that help them assign promotions and rewards.
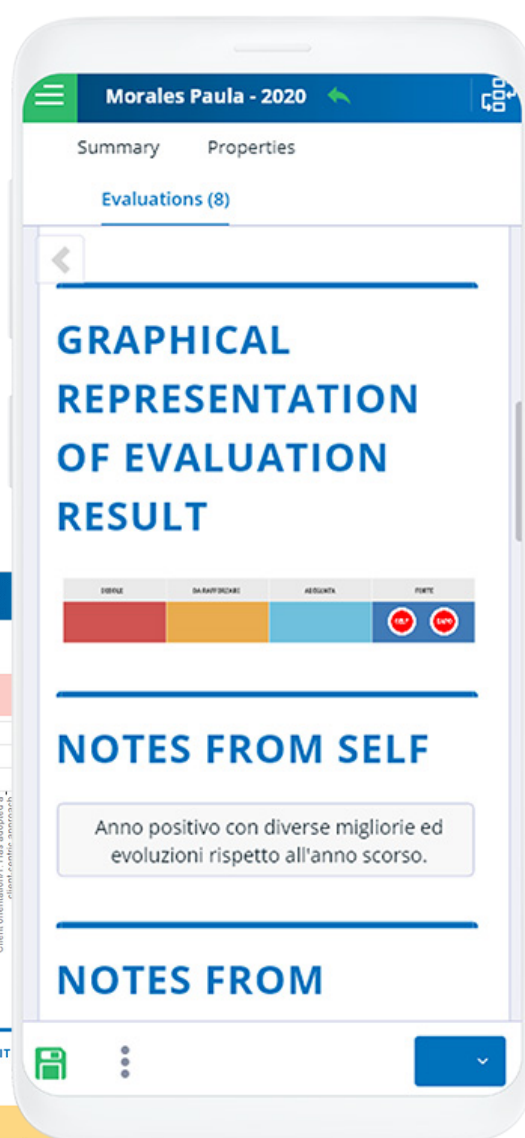
Build MBO models

The definition and evaluation of objectives can be part of a more or less complex MBO model that leads to the award of bonuses and prizes and to the outlining of development actions. In addition, the reward amount can be calculated automatically by the platform.

Analyze the results

Altamira's rich library of reports gives you an overview of your employees' skills and their ability to achieve your designated goals.

New performance reports can be built autonomously or together with our support team.
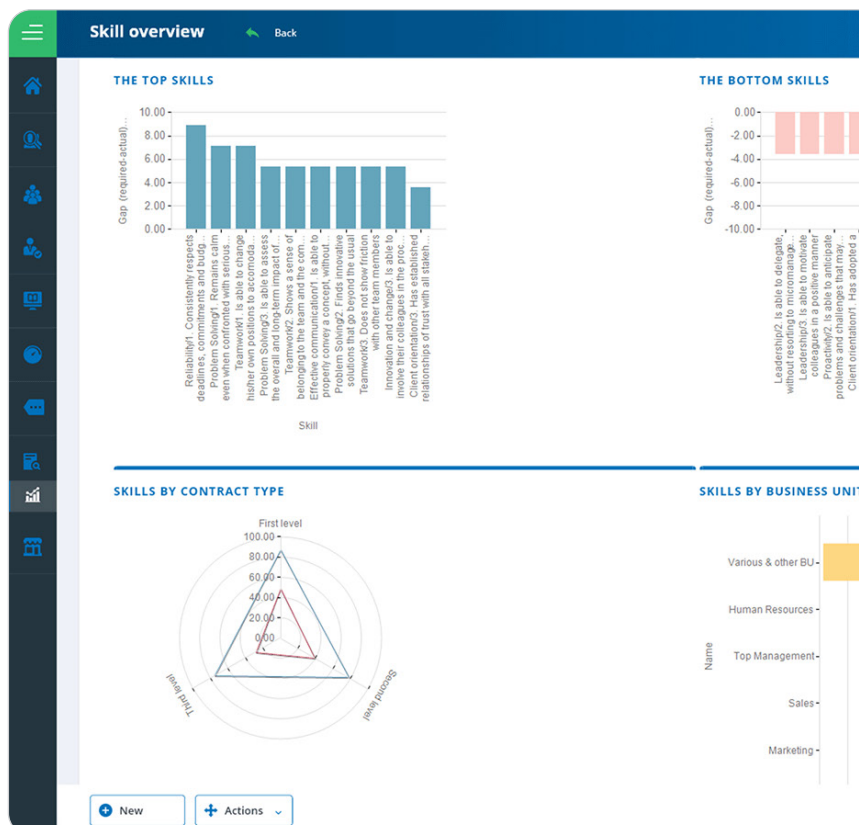
Enhance Altamira Performance with the rest of the Altamira HRM Suite

Managing multiple HR processes with Altamira HRM Suite provides great benefits. You'll only need to create, store and protect one set of credentials that'll give you access to a unified interface where you'll be able to generate all the reports you need.

Improve employer branding and hire the best talent with **Altamira Recruiting**

Manage employee information, documents, and processes with **Altamira Employees**

Develop upskilling and reskilling programs with **Altamira Learning**, and improve the competencies of your employees

Organize the company's vacation plan and speed up the vacation approval process with **Altamira Leave Management**

Manage working hours, shifts, clock-ins, and overtime with **Altamira Attendance**

Simplify reimbursement management with **Altamira Expense**

Discover all the features of Altamira software

Easy and intuitive

The user experience is at the heart of our development process. As such, our platform is easy to navigate, even without training.

Fully customizable

The customization system allows you to replicate already established processes, adapting the platform to your specific needs.

Supports remote working

The Altamira Suite facilitates the management of remote and hybrid personnel.

Effortless integration

The Altamira HRM Suite is fully open and programmed for exchanging data with other business management software.

Safe and regulation compliant

The security of our platform is guaranteed by advanced technologies and established procedures.

Documented and well supported

As a partner in the digitalization of Human Resources, we support you in every step of the way with our Help Center full of practical guides.

At your side in the digitalization of the HR processes

We are an Italian company supporting enterprises in digitalizing their processes since 1999. Our software suite has already been adopted by companies across all sectors, mainly in Italy, Spain, and Switzerland.

Contact us for a free demonstration of our products.
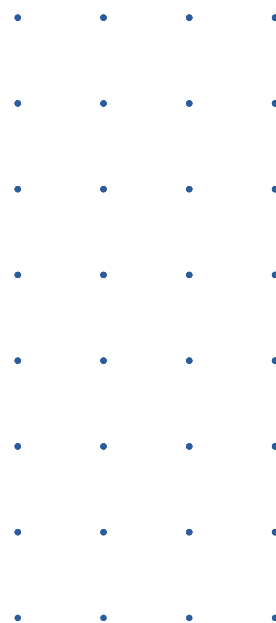
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