



How InfinityHR Solved Vantari Genetics' Performance Management Problems and More

"It has been great working in the [InfinityHR] platform as it has taken the headache out of record keeping and other processes that were previously manual. Rachel is always extremely responsive and helpful, she never leaves questions unanswered or unclear. The Performance Management module has been the best. Not only does it allow us to automate this process, but it also keeps records related to performance management in a safe, easily accessible location."



J.J. Rudy
Business Operations Manager
Vantari Genetics

Overview

Vantari Genetics is a clinical laboratory located in Irvine, California that specializes in genetics. They focus on areas that include drug metabolism, preconception/pregnancy and inherited conditions. They challenge the idea that people have limited control over their health futures. Vantari Genetics focuses on solutions, making progress, inspiring and keeping the people they help at the forefront of all that they do.

The InfinityHR modules they use include CoreHR, Time-Off and Performance Management.

Challenge

Three challenges facing Vantari Genetics before adopting the InfinityHR platform included:

1. They did not have an employee portal, or central location for their staff to access policies and procedural updates.
2. They did not have an easy way of requesting time off or checking PTO balances.
3. Their review process was tedious, unorganized, and needed to be improved. Employees were having trouble keeping feedback from their manager in an easy, accessible location.

Solution

After narrowing down their areas of need, Vantari Genetics reached out to InfinityHR to see if its HCM platform and various HR automated modules could improve the quality of life for management and staff through self-service functionality.

They were not disappointed.

The following three automated solutions were recommended by InfinityHR, then implemented:

1. CoreHR
2. Time-Off
3. Performance Management





CoreHR

This allowed Vantari Genetics to set up an Employee Portal for their organization, giving employees the ability to access a central location to find and review any updates to new policies or procedural documents. Because these documents are now centralized, it is a lot easier for employees to find the information on their own, resulting in more time for them to work on the projects that matter most.

For example, because all documentation is centralized and easily accessible, this has made it almost effortless for staff to follow required processes regarding inputting any time-off and/or PTO requests.

Time-Off

By adding InfinityHR's Time-Off module, Vantari Genetics streamlined their process for requesting time off by staff. Through self-service, employees are now able to send in time-off requests at their discretion while having the ability to review their PTO balances as well.

In turn, the organization benefits too. Through automation, the most tedious aspects of time off and PTO balance requests made by employees are a lot easier to manage, giving Rudy's team more time to focus on other impactful projects.

Performance Management

This module has made it easier for Vantari Genetics' employees and management to better communicate with one another during the review process. Employees are now able to easily take the feedback provided by management to analyze how they did for the year.

With feedback stored and easily accessed within the HCM platform, employees can compare their self-review with their manager's review, creating a more efficient process for improvement going into the next year.

"The Performance Management module has standardized the review process for us substantially," says Rudy. "Before, we left the review process to the discretion of management, which made it apparent that that process was not the most efficient. With the addition of the Performance Management module, our employees have been able to receive constructive, actionable feedback. This has allowed them to feel empowered because they are now confident knowing that their opinions are being documented, heard and considered."

Stats

Since implementing the Performance Management module, Vantari Genetics standardized and made pay increases more objective based off set scoring requirements accumulated by the review process.



The module has saved the company one hour per employee annually during this process.



O: 1-866-TRY-HRMS | sales@infinity-ss.com
9362 E. Raintree Drive | Scottsdale, AZ 85260