Eruvaka's Quest for Better Performance Management: The Synergita Solution

Eruvaka - An Overview

Eruvaka Technologies is an Indian-based company that develops diagnostic equipment for aquaculture farmers, aiming to minimize risks and increase productivity on farms. Their products and services make the aquaculture industry smarter, scalable, and sustainable worldwide. They achieve this by providing advanced sensors, mobile connectivity, and decision-making tools that work together to deliver affordable and efficient monitoring and automation solutions.

Eruvaka Technologies has built a reputation as a reliable and trustworthy partner for farmers in various countries around the world. They foster an open and collaborative environment, and they offer innovative, durable, and customer-focused products and services that drive positive change and help farmers succeed.

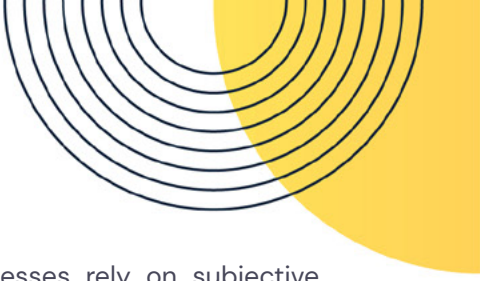## Pre-Synergita Scenario: Eruvaka's Performance Management Challenges

As the famous business guru, Richard Branson once said, "Train people well enough so they can leave; treat them well enough so they don't want to."

The success of any organization depends on the growth and development of its employees. Therefore, it is vital to prioritize performance management, employee engagement, and development to build a strong and sustainable business.

When it came to managing employee performance, the Eruvaka team encountered various challenges that needed to be addressed. The team explored different performance management platforms to find effective solutions for the following issues:

✓ **Inconsistency:** Manual performance management processes led to inconsistencies in the way performance is measured and feedback is provided. This created confusion among employees.

✓ **Lack of transparency:** Manual performance management processes made it difficult to maintain transparency in the performance management process. Employees failed to understand how their performance was evaluated and decisions were made.

✓ **Limited data analysis:** Manual performance management processes rely on subjective assessments and anecdotal evidence, which limited the ability to analyze and use data to make informed decisions. This made it difficult to identify patterns and trends in employee performance.

✓ **Administrative burden:** Manual performance management processes were time-consuming and required a lot of administrative work. These processes took several weeks to complete and diverted managers' attention from other important tasks, resulting in delays in providing feedback and evaluating employee performance.

✓ **Goal setting template:** Another issue faced by the team was the absence of a standardized goal-setting template. This made it challenging for employees to set clear goals and track their progress, which affected their overall performance.

✓ **Time-consuming manual processes for HR:** The team found that their manual HR processes were taking up a lot of time and resources, making it difficult to focus on other critical aspects of employee management. This not only affected the efficiency of the HR department but also impacted employee satisfaction and performance.

✓ **Maintaining employee contribution records:** The team found it difficult and almost impossible to keep track of employee contributions, which was a crucial part of achieving their goals.

✓ **Delayed performance reviews:** Due to the manual consolidation of performance reviews, the annual increment cycle was affected by delays in the process.

✓ **Bias:** Manual performance management processes can be influenced by unconscious bias, which results in unfair evaluations and decisions. This can lead to dissatisfaction and harm employee morale and engagement.

Discovering Synergita

To address the problems in their performance management process, the Eruvaka team turned to technology-based performance management solutions that automate key processes, increase transparency, and provide more robust data analysis. Eruvaka team found Synergita during their quest for powerful performance management software. Synergita's three core products, Synergita Perform, Engage, and OKR, offer significant assistance in managing and evaluating employee performance.

After thorough consideration, the Eruvaka team chose to implement Synergita Perform to address their performance management issues. They wanted a digital and automated platform that could effortlessly and effectively manage employee performance.

Improving Performance Management with Synergita

After implementing Synergita Perform, the Eruvaka team witnessed significant positive changes in their performance management process. Synergita Perform revolutionized the way Eruvaka managed their employees' performance, and the team was able to witness the following changes:

✓ A standardized framework and template for goal setting were available which helped employees set clear and measurable objectives. This improved consistency and alignment between individual and organizational goals.

✓ Synergita Perform increased transparency in the performance management process by providing employees with real-time feedback and visibility into the evaluation process. This helped build trust and engagement among employees.

✓ The Synergita software allowed for data-driven decision making by providing real-time access to performance metrics and reports. This helped managers identify patterns and trends in employee performance and make informed decisions.

✓ Synergita Perform reduced the administrative burden on managers and HR personnel by automating performance management processes. This freed up time (around three weeks of time) and resources that could be better utilized for employee development and engagement initiatives.

✓ Synergita PMS enabled real-time tracking of employee contributions, providing managers with a holistic view of employee performance and their contribution to achieving organizational goals.

✓ Synergita PMS facilitated regular performance reviews, reducing delays in the process and ensuring timely completion of the annual increment cycle.

✓ Synergita PMS helped reduce unconscious bias in the performance evaluation process by providing objective, data-driven insights into employee performance. This helped ensure fair evaluations and decisions.

Conclusion

Eruvaka Technologies is dedicated to designing and producing diagnostic equipment exclusively for aquaculture farmers. The company's main objective is to assist farmers in mitigating risks and enhancing productivity on their farms. The team aimed to implement a performance management system that effectively resolved all their concerns with regard to employee performance management.

The implementation of Synergita Perform has significantly improved the performance management process at Eruvaka Technologies. By providing a digital, automated platform that efficiently manages employee performance with great quality, Synergita has helped Eruvaka achieve its goal of continuous feedback and transparent appraisal processes. With Synergita, Eruvaka has been able to set and track employee goals, maintain records of employee contributions, and streamline the performance review process, thus improving the overall productivity and success of the organization.

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