Continuous Performance Management for RETAIL ORGANIZATION 🛒
### Our Customers

#### Technology
- Aspire Systems
- CAPITA
- Indegene
- Global Edge
- Higher One
- ALYX Technologies
- GyanSys
- Mactores
- Avekshaa
- InfoTrend
- Cambridge Technology
- Secova
- Bankbazaar.com
- ProcessMAP
- Ags Health
- HealthTrio
- Position

#### Enterprise
- Brakes India Private Limited
- A.M. Motors
- The Seafood Company
- Indelox
- Boxmore Packaging
- Hopscotch
- Lotte
- American Micro
- Sheenac Paints
- Lapp Group
- RSP
- Steer

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**Great Place to Work Companies**

- A shared course for success
Retail industry is growing at a rapid rate. Key differentiator is the customer experience. Talent management is critical for providing excellent customer experience and sustain the growth for each retailer.
PERFORMANCE MANAGEMENT CHALLENGES FOR RETAIL ORGANIZATIONS
• Attraction, Attrition & Retention of Talents

- The attrition rate in the Retail Industry is 30-35 per cent which is higher when compared with other Industries such as IT/ITES, Manufacturing, etc.

- As a recent trend, a number of people are exiting the retail industry rather than switching from one job to another within the industry.

Lower Employee Engagement

- Quantum Workplace’s Employee Engagement Trends Report found nearly 35 percent of retail employees feel disengaged with their work.

- More than 50 percent of unengaged retail employees say they plan to leave their employer in the 12 months.
Inadequate Employee Training

- As there is huge tie between retail and ecommerce, preparing employee towards customer experience, understanding the potential of the employee and accordingly mapping training course with timely tracking has become a huge challenge in Retail Segment.

- Improper training at initial stage results in failed managers who are not able to offer expected customer experience.

Non-Uniformity across different stores

- Cross-organizational integration is the toughest and most fundamental requirement of a performance management system.

- Delayed appraisal is one of the by-product of discord among branches.
WHAT ORGANIZATIONS NEED NOW?

Holistic Performance Management & Engagement Solution that helps drive High Performance Culture

Address Millennials need for Instant Feedback & Growth

Enable Continuous Performance Discussions & Engagement

Focus on Employee Experience to provide better customer experience

www.synergita.com
Engagement is the key

Josh Bersin: “PMS with Employee Engagement practices is the complete productivity-driven solution.”
When organizations remove the hurdles their employees face, engage with them on their needs and nurture and develop them, they create an extraordinary culture where employees unleash their potential, set new standards of excellence and create wonders.

We Call it

peopleMAGIC
METHODOLOGY TO ACHIEVE peopleMAGIC

Continuous Performance Management + Employee Engagement = peopleMAGIC

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Synergita is a Continuous Feedback based Employee Performance, Engagement & Development Software.

Helps in building a world-class company culture driven by peer recognition.
Manage Employee Information
Set & Manage goals
Quarterly Goals Tracking
Continuous Feedback

Rewards & Recognition
360 Degree Feedback
Performance Reviews
Recommend Skill Training & Monitor Progress

E-Communication
Employee Engagement Surveys
Reports
Key Focus Areas
Synergita incorporates continuous feedback as a part of the Employee Engagement.

Supervisors/Managers, HR, CXO, etc. can appreciate the employee in real time, coach their team members, etc.
Boost peer recognition, job satisfaction and inspire high-performance, Post the awards, achievements, and rewards in the Continuous Feedback Wall. Value their contributions and improve employee productivity instantly
Gamify continuous feedback and configure reward points for each award or appreciation received. Employees can redeem the accumulated reward points at a later time.
Synergita allows employers/employee to clarify job responsibilities and expectation during the beginning of the year which helps the employee to work towards defined targets and KRA's. Employee goals can be set in line with organizations objectives.
Synergita can be integrated with retail POS software like Fusion Retail, ETP Omni channel solutions to pull metrics like target, achievements, productivity, quality score etc. on periodic basis. Goals can be rated in the light of metrics obtained from the business system.
Employee development module empowers manager/supervisor to assign training courses with predefined due date in real time.
Employees can any time view their pending training courses and attended training courses.
Synergita incorporates powerful analytical reports which help to make quick business decision.
When it comes to retail, different units/location works in different ways. Synergita incorporates configurable workflows and forms to meet changing business requirements. Configuration control rests in the hands of HR thereby reducing dependency on cross functional teams/vendors.
Make Your Workplace People Friendly

Measure your employee engagement and improve work culture with quick to setup Employee Engagement Surveys.

Setup Employee Surveys Quickly

Get Anonymous Feedback

Get Actionable Intelligence
Synergita is extremely simple and easy to use software with deep performance management capabilities. It has an intuitive user interface which gives rich experience to individual. Synergita has a web responsive interface and mobile application making it handy.
E-communication is an advanced email solution built specifically for HR teams to communicate with employees. E-communication module also shows email engagement metrics which helps the HR team to understand engagement level of employees.

What you can infer?

- Right set of messages at right time for employees
- Discover the impact of email communication
- Measure responsiveness of employees
- Redefine communication best practices
SYSTEM & DATA INTEGRATION CAPABILITIES

- Employee Data Synchronization
- Single Sign On/ LDAP Integration
- Active Directory Integration
- Google Authentication
- Integrate with any ERP and HR systems
DATA SECURITY TECHNOLOGIES

Compliant with OWASP Standards

Data level security
Through Access Control Mechanisms

Secured Multi-Tenant Architecture

Protected by Thawte SSL

Security Tested with INDUSFACE

Hosted on Amazon Cloud
KEY DIFFERENTIATORS

01. Simple & Easy to Use
02. Mobile Availability
03. Configurable Workflows
04. Extensive Reporting
05. Data Integration with Top ERP/HCM in the Market
ORGANIZATIONAL BENEFITS

1. High Performance
2. Better Collaboration
3. Holistic Development
4. Stress Free Appraisals