

Specialty titanium products manufacturer streamlines performance review process using Employee Performance Management Solution by Jakoba Software



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Solution Overview

Perryman Company, a manufacturer of specialty titanium products, quickly implemented the Employee Performance Management solution offered by Jakoba Software increasing the quality and efficiency of their annual employee review process. Because the Jakoba product is based on familiar technology, it was easy to configure, deploy, and use allowing Perryman to begin receiving the benefits quickly.

Customer Profile

Perryman is the global quality leader of specialty titanium products for the aerospace, automotive, medical, and recreational industries.

Business Situation

Perryman relied on multiple hard copy forms to manage employee reviews. Each manager completed approximately sixty forms during a review cycle, taking more than two weeks to complete the necessary paperwork. Tracking the process and calibrating scores between departments was nearly impossible.

Solution

Jakoba Software provided direction and a framework of best practices that helped Perryman quickly and easily migrate from hardcopy forms to an online solution.

“Jakoba’s employee review system will quickly pay for itself by reducing the time and effort required to complete the evaluation process. Re-work has been significantly reduced and we have a better understanding of the mix of skills and performance across the workforce.”

Wayne Hauge
CFO
Perryman Company

Business Benefits

- Increased quality, effectiveness, and efficiency of review process
- Enhanced visibility by management and HR or workforce capabilities
- 50% reduction in the time required to complete the review process
- HR has the ability to now use review data to strategically help the company

Company Overview

The Perryman Company is a privately-held specialty manufacturing company founded in 1988 with 4 employees by the Perryman family near Pittsburgh, Pennsylvania. Today, the company is growing rapidly and employs more than 160 people. Perryman is the global quality leader of specialty titanium products for the aerospace, automotive, medical, and recreational industries.

Perryman was founded with an ethos of quality and innovation. Their tradition of finding

innovative, more efficient means of production extends to their customer relationships.

Rather than the standard interaction between vendor and customer, Perryman builds long-term relationships. In addition to exceptional service, Perryman's customers know they will receive full technical support from the first phone call through the use of the final product. Perryman is growing with their customers...not because of them.

Situation

Prior to implementing Jakoba Software's Employee Performance Management Solution, Perryman used multiple hard copy evaluation forms per employee to complete their annual evaluation. Each manager completed approximately sixty forms during a review cycle, taking more than two weeks to complete the necessary paperwork. Tracking the process and calibrating scores between departments was nearly impossible. Once the forms were filled out by the company's Managers, they were given to Human Resources for review, data entry into spreadsheets, and analysis – a process that took an additional 10 days. Finally, HR provided feedback and Managers delivered reviews to their staff.

In addition to being a resource burden, Perryman's hardcopy approach to employee reviews resulted in inconsistent rankings within and between teams because there was no comprehensive view of employee overall scores; and made detailed analysis of results almost impossible.

Solution

Jakoba Software's tool embedded a framework of best practices that helped Perryman quickly and easily migrate from hardcopy forms to an online solution that made intuitive sense to users. Jakoba Software has developed an employee performance management solution requiring minimal effort to setup, deploy, and train. Key requirements for Perryman included:

- Ability for Managers to set employee goals and complete employee evaluations. Many Perryman employees do not have access to computers.
- A solution that had a familiar look and feel and intuitive workflow to minimize initial training and re-training during annual review cycles.
- An automated system that provides a framework to help Managers create and deliver quality reviews.
- The ability for Human Resources and company Executives to analyze all scores by evaluation criteria.
- Ability to compile and report on review information without re-keying.

"Jakoba's Employee Performance Management solution was easy to configure, easy to deploy, and intuitive for Managers and Human Resources to use. It is clear that this system will streamline our employee evaluation process and improve the quality of evaluations that our Managers deliver."

Bruce Mazza
Head of Human Resources
Perryman Company

"Jakoba Software was a pleasure to work with. They were flexible and responsive to our special requests and product needs. I would recommend them as an excellent vendor."

Cory Wile
IT Administrator
Perryman Company



Business Benefits

As a result of implementing the Employee Performance Management Solution by Jakoba Software, Perryman increased the quality, effectiveness, and efficiency of their annual performance evaluations. Human Resources and company Executives are now able to look across their entire workforce to identify their best performers as well as areas for improvement. In addition, the quality of reviews being delivered has improved while the entire process now takes less than half of the time previously necessary to complete. Human Resources has been freed from the burden of simply administering the process and now has more time to analyze and optimize skills and training across the entire workforce.

For More Information

For more information about Jakoba's products, email info@jakoba.com or browse to <http://www.jakoba.com> on the World Wide Web.

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