



Geosyntec Consultants

A Complete Solution for Global Needs

Geosyntec
consultants

www.geosyntec.com

Geosyntec is a specialized consulting and engineering firm that works with private and public sector clients to address new ventures and complex problems involving our environment, natural resources, and civil infrastructure.

Industry

Professional Services

Problem

Geosyntec's existing HRIS system needed to be replaced due to significant technological problems that were fragmented as well as grave concerns internally regarding the stability of the system. Geosyntec sought an enhanced, flexible replacement that was maintainable, upgradeable, functional, easy-to-use and affordable.

Solution

Geosyntec implemented Ignite's NuView Core HRMS solution after finding it to be the most efficient answer to the company's global needs.

Results

- Electronic benefit enrollment has reduced time spent on data entry by 90 percent
- Electronic benefit enrollment has saved an estimated 30 percent in shipping costs
- Call volume to HR has been drastically reduced as employees and managers utilize self-service feature

Geosyntec Consultants, Inc. is a dynamic, mid-sized, employee-owned consulting and engineering company that has experienced sustained organic growth. The company delivers its solutions through Geosyntec and its wholly-owned, specialty affiliates (MMI Engineering, SIREM, and GSM Consultancy), with a combined staff exceeding 800 engineers, scientists, and related technical and project support personnel. Geosyntec serves its clients from more than 50 offices throughout the U.S., and locations in Australia, Canada, Malaysia, and the United Kingdom.

Facing Change

Geosyntec Consultants' existing HRIS system needed to be replaced due to significant technological problems including concerns internally regarding the stability of the system. The HR team could not deliver the initiatives it had long planned and were not receiving the appropriate training or technical support from their vendor.

Geosyntec sought an enhanced, flexible replacement that was maintainable, upgradeable, functional, easy-to-use and affordable. Central to their search was a solution that could provide operational, strategic and value-added functionalities; allow Geosyntec HR to move forward on long awaited initiatives; and provide one-stop access for employee data. After an extensive search, Geosyntec narrowed it down to two companies, ultimately choosing Ignite's NuView Core HRMS solution.

Ignite
TECHNOLOGIES

The Most Efficient Solution for the Company's Global Needs

Ignite's NuView Core HRMS provided a valuable solution for Geosyntec. Ignite's NuView solution was flexible and configurable making it the most efficient answer to the company's global needs. In addition, the ease of writing reports and open form code as well as Geosyntec's ability to make configurations reduced ongoing costs and saved the team significant time.

The Benefits

- Ignite's NuView solution's open form code allowed self-sufficiency and configurations without assistance.
- Reports are much easier for the average user to create and do not require technical knowledge.
- Ignite's NuView Employee Self-Service allows employees to view all of their personal data and make changes 24/7 (requires VPN connection outside the network); allows enrollment, and benefit elections/changes.
- Geosyntec's global team of employees utilizes the Employee Self-Service system on a daily basis and applauds the features and functionality.
- The Manager Self-Service System allows managers to view up-to-date information about paid leave balances, prior performance appraisals training and other employee data without contacting human resources while saving the company time and money.

A Successful Outcome

Using Ignite's NuView Core HRMS, Geosyntec was able to streamline many processes and move forward on several initiatives. These initiatives include: uploading performance reviews, importing paid leave balances, training, single sign-on, creating system notifications providing needed data to HR and non-HR staff, generating conditional authorizations and automatic reports and creating security roles that allow access by outside users.

Key Highlights Include:

- Electronic benefit enrollment has reduced time spent on data entry by 90 percent.
- Insurance carrier interfaces have reduced multiple points of data entry which allows the Geosyntec team to focus on other critical HR matters.
- The ability to run monthly exports for new benefit deductions which Payroll can upload to their system, reducing paperwork and eliminating errors.
- Since employees are no longer required to ship their benefit enrollment forms to HR, an estimated 30 percent savings in shipping costs is realized.
- Call volume to HR has reduced drastically as employees and managers access Ignite's NuView Self-Service feature.

About Ignite

Founded in 2000, Ignite is a privately-held company that was reinvented in 2013 on the heels of an ownership and senior management change. Ignite's mission from that point forward has been to develop and deliver an expanding set of unique business applications that help organizations perform better by enhancing the capabilities and impact of their workforce.

Ignite operates with focus on a simple, lead objective – 100% Customer Success – which ensures success is measured through the achievements of customers.

Ignite is headquartered in Austin, Texas. For more information on Ignite's solutions, visit www.ignitetechnologies.com

“NuView Systems provided us with a total solution and has reduced time spent on data entry by 90 percent –saving time and money for our entire organization.”

– Natasha Pinkerton
HRIS Administrator
Human Resources

