



josiahventure

Case Study

"We feel like our OrangeHRM representative is part of our team."

Josiah Venture

Mike Sullivan - Director of Operations

Theresa Kerns - Director of HR



About Josiah Venture:

Josiah Venture is a non-profit organization that is part of a movement of God among the youth of Central and Eastern Europe that finds its home in the local church and transforms society. By equipping young leaders to fulfill Christ's commission through the local church, Josiah Venture builds ministries that grow through multiplication, not just addition, and empowering indigenous leaders to reach their own people for Christ.

BACKGROUND

Josiah Venture's core values — God-honoring excellence, deep integrity, bold faith, dynamic community, and indigenous empowerment—are part of their DNA. They work hard to live out these values, in their lives and work.

A customer of OrangeHRM for over ten years, Josiah Venture gets the job done faster and easier with OrangeHRM's leave, recruitment, time and performance “Compared to the old HRM system we had, it's a world of difference. Our OrangeHRM system is much more user friendly, quicker, and easier to maneuver in different modules.”

UNIQUE CHALLENGES REQUIRE FLEXIBLE SOLUTIONS

As a multi-national organization, Josiah Venture has unique requirements. With staff from 19 countries, they needed a product that gave them maximum flexibility to handle leave management easily while also accounting for different leave policies in each country.

“We asked some complicated questions as to how to make the system work for us, so it was not easy,” Theresa says.

However, OrangeHRM's flexibility and ability to customize solutions allowed them to configure software to Josiah Venture's specific requirements, including building a custom portal that accommodates their distinctive recruitment process and automates a process that previously had to be done manually.



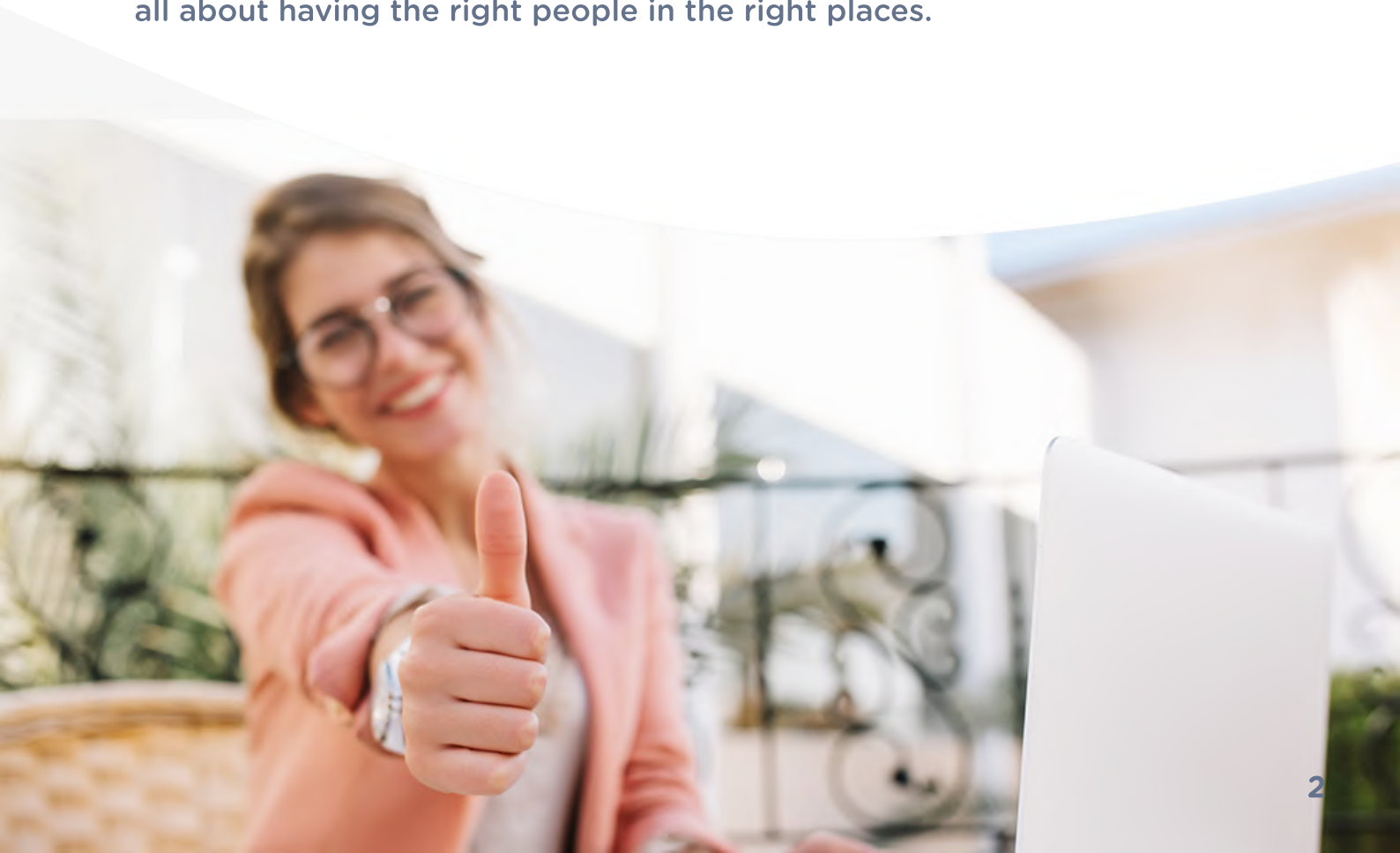
TOP-NOTCH CUSTOMER SERVICE

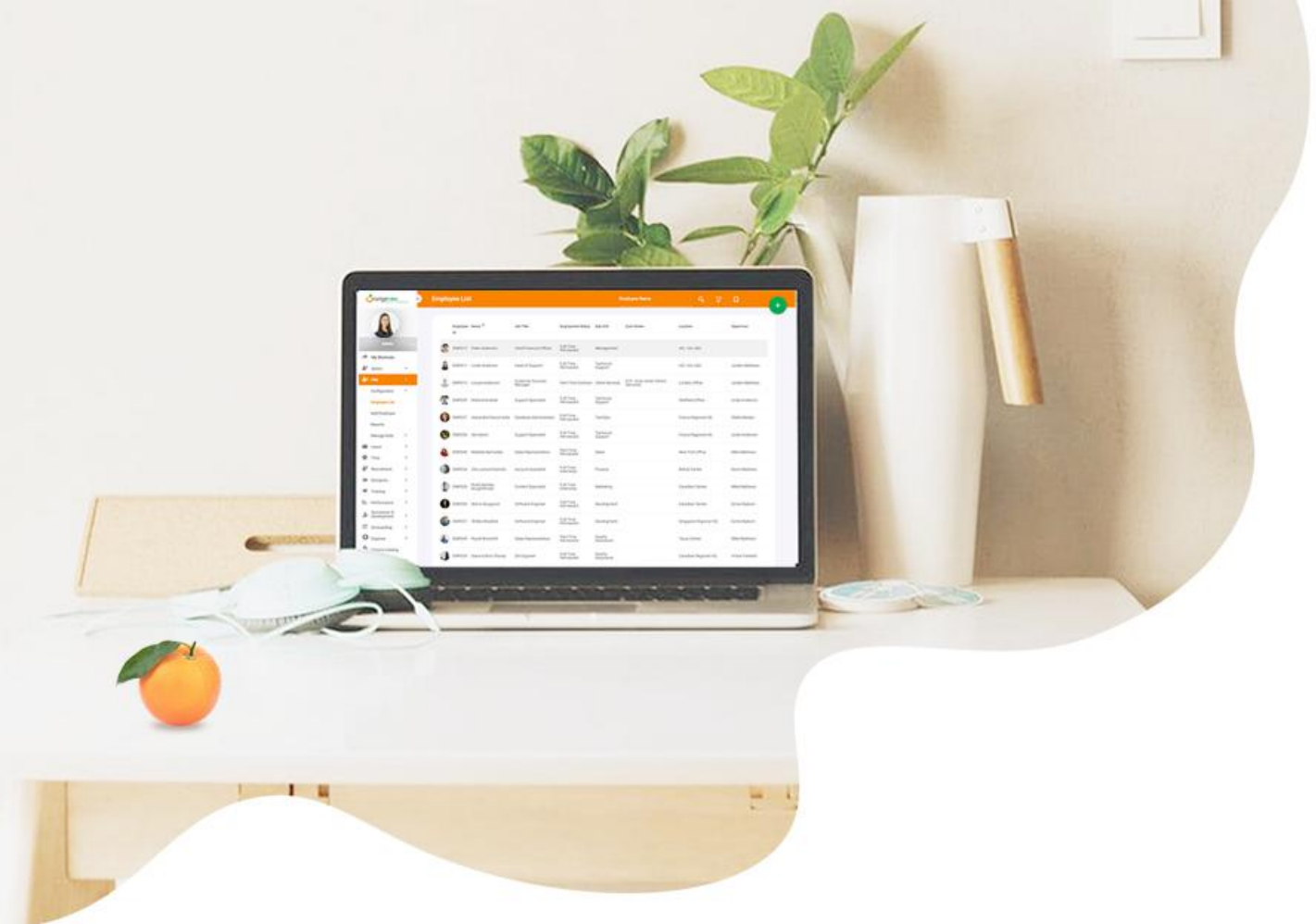
Responsiveness: “OrangeHRM’s customer service is exceptional. When I had a question, I never had a doubt I would receive an answer in an efficient and timely manner, and they always had the answer or the patience to help us find the answer.”

Training: “OrangeHRM trained us so we could train our staff, and helped us learn (the system) so we could show them.” Before launching their new system, Josiah Venture created their own training videos, trained their HR reps, and gave them time to play around with the system and provide their feedback before going live. “We’re no longer a mom-and-pop organization. We need to empower our staff to have ownership, as well as the flexibility to learn and find answers themselves,”—a goal which OrangeHRM was instrumental in helping them accomplish.

Accountability: “OrangeHRM had great follow through, and they were proactive about giving us updates and recaps of meetings.” The summaries OrangeHRM’s representative sent out after weekly project meetings were especially helpful. “It made us realize they understood what we were asking for, and we had a timeline for when work would be done and knew who would be doing it.”

Partnership: “Overall, it’s been a fun experience. I got to know my representative personally, and I’m going to miss our conversations. It’s all about having the right people in the right places.





OrangeHRM provides a complete and customizable HR solution that enables organizations to perform all HR operations with ease. An industry leader in human resource management, its secure web-based software helps organizations manage their people, talent, and HR processes across the globe.