

Burger Fi take their lean menu concept into their HR operations.



ABOUT THE COMPANY

Beyond Burgers, LLC owns and operates Burger Fi restaurants; a chain originated in 2011 in Ft. Lauderdale, Florida. On March 12, 2020, days before the lockdown decreed by the Government of Puerto Rico, due to the COVID-19 pandemic, they opened their first restaurant in Guaynabo. This concept, known as Fast Casual, is a new modality that is considered an intermediate between fast-food restaurants and casual food. Its natural products distinguish it, offering free of hormones and antibiotics meats and fresh food cooked daily. Burger Fi started operations with 48 employees.



"Once the solution is implemented, responsiveness is vital. RENOVA showed us that our business is as important to them as to us. That quick service and direct communication with the resources that can support your needs are the difference."

- Ricardo González, executive vice president of Beyond Burgers, LLC.

THE CHALLENGE

Fast food, casual, and fast-casual establishments face a common challenge: how to grow their operation without adding burden to their administrative staff and without having to hire more HR employees to manage employee service processes, such as vacation requests, sick days and employment confirmation letters, among others.

"Another challenge we usually face in the industry is how to integrate attendance records generated through points of sale (POS) into the payroll management system. Without this integration, we cannot process payroll, pay on time, and comply with labor regulations, with all the implications that this entails", said Ricardo González, executive vice president of Beyond Burgers, LLC.





BUSINESS NEEDS

Generally, 50% of a company's costs are associated with staff, so access to data and integration to other business platforms must be transparent and reliable.

Gonzales added that "we had experienced in our Denny's restaurants the services and efficiencies we could get with RENOVA HCM. So integrating this new franchise was an automatic decision. We needed the integration between time and attendance, payroll, Aloha, data accuracy, reporting, and the Employee Self-Service (ESS) functionality."

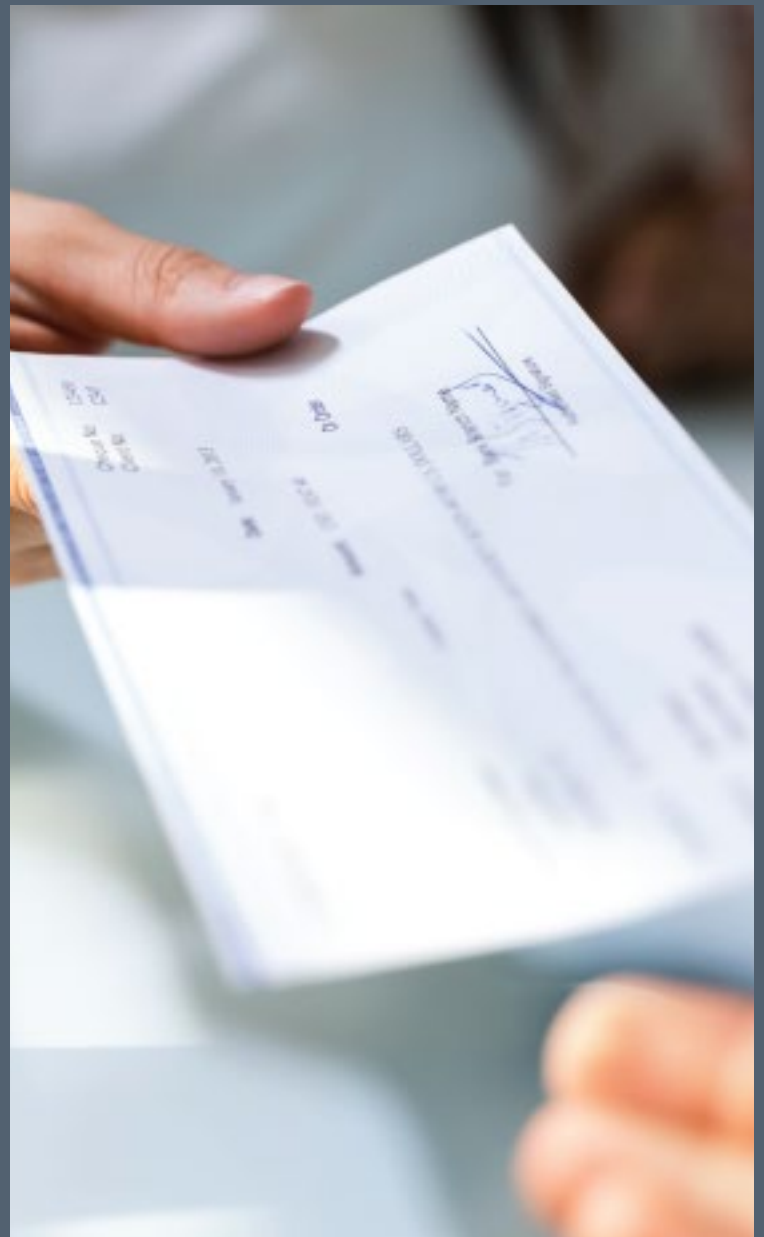
OBJECTIVES

- Gain control of itineraries, meal penalties, and tips included in credit card payments. Integrate the human capital management system, payroll, time management, and POS.
- Implement ESS as an employee satisfaction strategy and to avoid overloading our administrative staff.
- Provide visibility into payroll information, itineraries, and benefits with flexible reports to make projections and manage resources efficiently.

SOLUTION

- RENOVA HR
- RENOVA Payroll
- RENOVA Time & Attendance
- RENOVA Employee Self-service
- RENOVA Mobile

Some of the functionalities obtained through these solutions include data entry from a single point, a high availability repository of clock-in/out and other transactions, access to an employee portal, and access through mobile devices or smartphones.





PROCESS

"Like our experience with Denny's, the implementation for Burger Fi was hassle-free and within the work schedule that the RENOVA team presented to us. Once again, they showed us their industry knowledge and that they have a well-structured process that allows them to implement effectively and efficiently," Gonzalez concluded.

RESULTS

- Control of human resources operations and processes.
- The certainty of the precise transfer of times worked captured from POS's to the payroll processing software.
- Access to all necessary functionalities at reasonable prices.
- Availability of associated value-added metrics, such as how fast the operation runs, as well as performance per employee.



ABOUT US

RENOVA Solutions, Corp. (RENOVA) is a privately-owned technology solutions provider for clients doing business in a wide range of markets and industries in Puerto Rico, the Caribbean, and the Americas.

The company value proposition brings comprehensive payroll, human resources,

time and attendance and business process outsourcing solutions to clients doing business in a wide range of markets and industries.

RENOVA's dedicated customer support team strives to serve customers efficiently while satisfying the needs of its client base and their respective workforce.



Leading-edge HR solutions for the entire employee lifecycle