



## GLOBAL ENERGY ORGANISATION IMPLEMENTS TIME MANAGEMENT SOLUTION GLOBALLY CASE STUDY

Successful implementation of  
time solution in 13+ countries

One stop solution for all time  
management operations

Extra boost to time management  
implementation solution with go-live  
and hypercare support provided.

### OBJECTIVE

To implement a new legacy system (ADP eTime) for 13+ countries switching from the old legacy system (SAP).



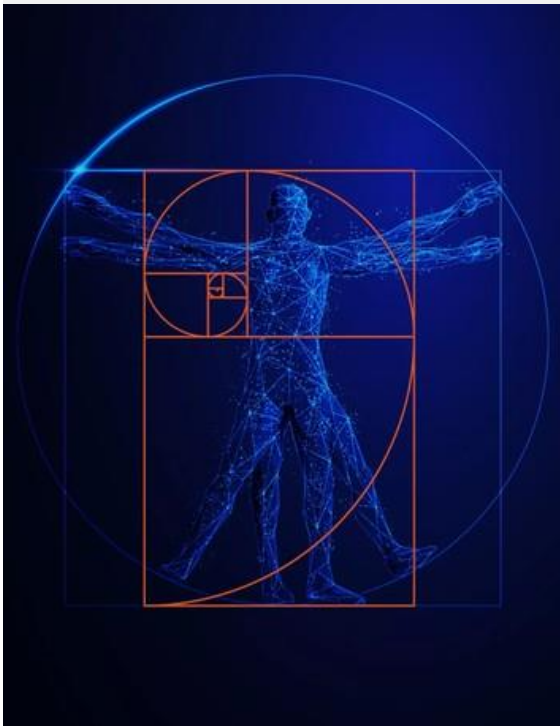
### SOLUTIONS

This project aimed to streamline and standardize time management operations across the organisation resulting in discipline, efficiency, productivity, accuracy, and compliance. It involved the implementation of a new time management system, process redesign, and training of employees.

**First**, Blueprint sessions for countries between HR ops and vendors were conducted and a proper questionnaire on ADP eTime was prepared. **Second**, a testing scenario for User Acceptance Testing with complex test cases and negative testing as well was prepared.

## ATAGLANCE CHALLENGES

- Coordinating with data migration team to get data from the old legacy system.
- Coordinating with HR to know what the process was in the old legacy system as the same process was to be adopted in the new time management system as well.
- Registering blue collar employees on the new time management system for different countries.
- The implementation of the new time system was particularly challenging in India with huge employee strength with having different rule for time benefits, and different vendors.



**Third**, pay element mapping for payroll vendors was created. **Fourth**, the vendors were supported to have proper end-to-end integration testing with validation of data. **Fifth**, all countries HR ops prepared SOP documents for better process flow and the OCM team prepared the go-live transition for employees and managers. **Finally**, go-live and Hypercare supports were provided with conducting meetings on issues faced after the go-live application.

## BENEFITS

### SUCCESSFUL IMPLEMENTATION OF A UNIVERSAL TIME SOLUTION IN 13+ COUNTRIES

The successful rollout of the new time solution in 13+ countries was a huge achievement and ensured a universal time management system for the organisation. This reduced confusion and scatter amongst various processes which were in the old system and increased effectiveness with the new system.

### COST SAVING AND ENHANCING EMPLOYEE BENEFITS

The project was completed in time without any penalties from vendors thus help saving costs for the organization. Implementation of the new time management system also hugely reduced costs thus enhancing employee benefits.

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## ABOUT US

A Switzerland based HR Technology services organisation focusing on supporting clients in their HR technology and payroll transformation journeys.

<https://www.1phi618.com/>

## ONE STOP SOLUTION FOR ALL TIME MANAGEMENT ACTIVITIES

Multiple activities in the time management project like vendor management, HR ops team management, smooth workflow, open and clear updated communication, and timely achievement of short-term goals were managed by a single resource thus ensuring efficient and timely management.

## EXTRA BOOST TO THE PROJECT

The project also got a huge boost with the support provided with the go-live and Hypercare to all SEA countries.

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**Thank You for considering our case study on the successful upgrade to internal communications for a global energy organisation. We hope you found it insightful and informative!**

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## AT A GLANCE

### BENEFITS

- Successful implementation of a universal time solution in 13+ countries.
- Cost saving and enhancing employee benefits.
- One stop solution for all time management operations.
- Extra boost to the project with support to go-live and hypercare.



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The logo for 1phi618 features a stylized Greek letter phi (φ) in blue above the text '1phi618'. The '1' and '618' are in orange, while 'phi' is in blue.