



MULTINATIONAL HEALTHCARE COMPANY UNIVERSAL PAYROLL SYSTEM CASE STUDY

One Organisation, One Payroll across all countries

Decentralized to centralized payroll process

Simplified and Universal payroll system

OBJECTIVE

To transfer all complex data from various payroll systems of a multinational healthcare company across different countries under one simplified and universal payroll system from Alight. It involved transitioning from a decentralized payroll process to a centralized process.



SOLUTIONS

This project aimed to streamline and standardize payroll operations across all locations, resulting in increased efficiency, accuracy, and compliance. It involved the implementation of a new payroll system, process redesign, and training of employees. The company wanted to consolidate all their payroll solutions across different countries for which they needed a single vendor. Alight was the vendor suggested in this case.

Alight's Managed Payroll Services designs, deploys, optimizes, and operates different payroll technologies globally such as Workday, SuccessFactors and Oracle. It unlocks the

AT A GLANCE

CHALLENGES

- Data migration and complex data transformation rules.
- Technical issues with implementation of the new payroll system.
- Resistance to change from employees.
- Ensuring compliance with local laws and regulations in all different locations.
- Managing communication and coordination between all different locations and departments.



additional value from HCM and Payroll investments while increasing efficiency and decreasing costs, hence, it was selected as the single vendor by the company on our expert's (Business Data Analyst) suggestion.

First, support was provided with the implementation of payroll for Switzerland where an in-house SAP HCM Payroll system with outsourced payroll service was replaced by Alight. **Second**, all data were migrated and transformed from SAP Workday to eurRekha as a universal payroll system. **Third**, support was also provided with extensive planning, designing, testing and reconciliation of the data. **Finally**, support with decommissioning of the old SAP HCM payroll system was also provided with which successful implementation of single vendor (Alight) payroll service was completed.

BENEFITS

SINGLE VENDOR ACROSS COUNTRIES

Through this project, the company consolidated all their payroll solutions to a single vendor (Alight) bringing in more uniformity and simplicity to the payroll system across countries. Having a single vendor also speeded up the process of the overall payroll system.

HARMONIZED VENDOR MANAGEMENT

With a single vendor to manage, the day-to-day payroll operations became more harmonized thus drastically reducing the chances of conflicts and/ or errors in the system. It also reduced confusion of having different systems in different countries thus enhancing better and easier management.

REDUCTION IN COST AND BETTER ROI

The new single and universal payroll system (by Alight) also resulted in cost reduction and ensured better Return on Investment (ROI) on HCM and Payroll systems. With one vendor the need for having various separate resources in different countries also came to an end. The management became more centralized, efficient, and universal by reducing costs and increasing productivity.



ABOUT US

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

INCREASED COMPLIANCE WITH LOCAL LAWS AND REGULATIONS

The new, single-vendor payroll system improved data accuracy, increased transparency and control, thus becoming more compliant with local laws and regulations.

TIMELY AND BETTER DECISION MAKING

The new system also reduced processing time and allowed better reporting capabilities and analytics, which enabled the company to make timely, data-driven, and informed decisions regarding its workforce.

Thank You for considering our case study on the successful implementation One Organisation, One Payroll Vendor System (Alight) for an MNC Healthcare. We hope you found it insightful and informative!

AT A GLANCE

BENEFITS

- Single vendor across all countries, where the organisation operates.
- Harmonized payroll vendor system management
- Reduction in cost and better return on investments made on the payroll system.
- Increased compliance with country-specific, local laws and regulations.
- Timely and better decision making of the management.



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

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.