



GLOBAL ENERGY ORGANISATION'S GLOBAL TIME MANAGEMENT SOLUTION CASE STUDY

Successful roll out of time solution in 40+ countries

Wavewise approach taken for successful implementation of time solution from January 2022 till mid-2023

Cloud-based time management solution (ADP eTime (KRONOS Workforce Central) to be implemented in 60 countries

OBJECTIVE

To provide a global time management solution for both HR and business in 60 countries by utilizing the Kronos/ADP eTime cloud for attendance and absence information required for Payroll.



SOLUTIONS

Employee time inputs were used by HR for payroll purposes and the business for customer billing and Earned Value calculation for large projects. While some countries use the same SAP to support time management needs of HR and the business, other countries use different systems. Time solutions was optimized from 26 different brands to less than 6 globally preferred approach. It was to have the same vendor for Payroll and Time in a country, wherever possible, and retain the current solutions where there was no business value to change those.

AT A GLANCE

CHALLENGES

- The initial global design lacked important time components in the source system (Workday) which resulted in multiple errors in the integration when the data was sent from the source system to the time and attendance system - ADP eTime/ Kronos.
- Issues with vendor when dealing with blue collar employees in complex and large countries.
- Unclear process on global mobility and employees on short term and long-term assignments.



With such an approach in mind, a global solution was decided to be implemented and our expert supported establishing the global end-to-end process. The legacy setup included 26 vendors globally and post the RFP (request for proposal) process the task force engaged and finalized a global solution for 60 countries by partnering with ADP to provide a cloud-based solution i.e., ADP eTime (Kronos Workforce Central). The solution supported both HR Time (Core Time Management) and Business Time (Add-on Activity module) for all employees globally.

The ADP eTime solution was implemented in a wave approach. Multiple Workstreams were engaged from different regions providing the business requirements, participating in the workshops, and supporting the testing with good support from the vendor and guidance from the Leadership, the first country went live was successfully completed in January 2022. It was followed by a few more countries in April 2022 as part of the 1st wave and the deployments of further waves are to be continued till mid-2023.

BENEFITS

SUCCESSFUL ROLLOUT OF TIME SOLUTION IN 40+ COUNTRIES

Successful rollout of the time solution in 40+ countries to overcome functional challenges. To establish the same our expert worked closely with the internal and external stakeholders to manage risks and come up with mitigation measures. Efficient vendor management was ensured so that the solutions are delivered on time. Other workstream leads were involved to ensure proper communication on changes made in the time platform and the process.

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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.

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ELIMINATION OF DAILY TRANSACTIONAL ERRORS

Streamlining the integration of time data from the source system (Workday) by creating new custom fields, removing any manual intervention, and recommending changes in the interface to enhance existing logic helped in eliminating daily transactional errors and reducing the time admin tasks for checking the logs.

TIME SAVING FOR BOTH HR AND TIME ADMINS

Aligning business processes in regard to global managers/ cross border managers by auto-populating the user details in the integration created the users in the time management system without any manual inputs thus saving time and efforts of both HR and time admins.

DATA RECONCILIATION REMOVED DATA DISCREPANCIES

Created a process for data reconciliation which helped to remove discrepancies in data sent from the legacy system to the target system.

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!

AT A GLANCE

BENEFITS

- Successful rollout of time solution in 40+ countries.
- Elimination of daily transactional errors from the time management system.
- Time saving for HR and time admins.
- Data reconciliation help remove data discrepancies.



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The logo 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.