Powering Up Their Workforce

Phillips 66 Reduced Payroll Errors and Costs by Moving to the Cloud with WorkForce Software

PHILLIPS 66

"This project was part of a larger, ever-changing project moving from on-premise to the cloud, which meant our integration points with other systems were also changing at the same time. The WorkForce Software architecture allowed us to plan for future state integration."

— *Chris Reynolds, Manager, Global Payroll Services*

Goals

Reduce payroll errors and the costs of owning, maintaining, and operating a technology solution

Benefit from a proven cloud solution that's constantly evolving and scalable for business needs

Improve monitoring of governance, security, compliance, and pay leave regulations

Challenges

- Manual time capture, scheduling, and attendance tracking increased administrative burden and provided no proactive controls or notifications for time entry validations
- Managing a highly unionized environment with 40 different collective bargaining agreements caused difficulty in managing internal compliance

The Ask

- Sought to migrate all of their on-premise software to the cloud as part of a large enterprise resource planning (ERP) transformation project
- As a global diversified energy manufacturing and logistics company with 14,000+ employees, wanted to launch correctly to multiple locations in the shortest time frame possible

The Solution

- Partnering with Accenture for a smooth implementation, adopted WorkForce Software which spanned approximately 18 months with an early go-live date of February 2020
- Installed 193 timeclocks across 13 locations and logged 3,983 hours of training across 11,000 employees in same period

Creating a Brighter, More Efficient Future

Savings in Money and Time

WorkForce Software's customer portfolio of petrochemical and refining companies realize a combined reduction in payroll errors, re-work, and overspend that leads to an industry average cost savings of $2,930,757 and an average estimated ROI of 166% — with an average breakeven period of 9 months as compared to 12 months.

A Beautiful Modern UI Experience

Employee feedback was highly positive surrounding the upgraded workforce management experience, resulting in an increased overall end-user adoption. The new UI also made it easier for HR to report more accurate pay, have a greater visibility of hours, and overall manage a global workforce efficiently in one place.

Prepared for Future Possibilities

Phillips 66 was able to circumvent the uncertainty of ever-changing business circumstances. Responding to COVID-19, the company seamlessly organized a phased return to the office — and promptly instituted best practice safety measures such as daily temperature checks, personal health assessments, staggered work shifts, contact tracing protocols, and more.

Smarter Operations, Happier Employees

Inefficient systems are frustrating for any worker trying to get a task done. With WorkForce Software, Phillips 66 employees access their most used functionality quicker starting with their end-to-end time and attendance process. With the integration of SuccessFactors, SAP, and payroll — Phillips 66 saw a reduction in double entry and was able to deploy mobile technology faster than anticipated.

"WorkForce Software provided us with the agility to respond to changing policies as it relates to the pandemic, allowing us to quickly implement new codes and policies to track COVID-19 cases."

— *Chris Reynolds, Manager, Global Payroll Services*

Better track time and attendance, reduce payroll errors, and build productive experiences for your employees. Visit workforcesoftware.com/workforce-suite to learn more.

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