

Autoliv Improved Operations When They Made the Switch

The World's Largest Automotive Safety Supplier Saves More Than Just Time with The WorkForce Suite



Autoliv

"I've been working in payroll for 30 years and I am very impressed with the functionality that WorkForce Software provides. WorkForce Software has saved us so much time, automated so many processes... things we could never have achieved otherwise... we are more efficient and more accurate across the business."

— Payroll Supervisor

Goals



Automate workforce management processes and improve time and attendance accuracy



Reduce costs associated with owning and managing multiple legacy on-premise systems



Ensure compliance with required union and collective bargaining agreement pay rules

Challenges

- Even though Autoliv was using SharePoint and Kronos, neither fulfilled their complex requirements and process needs for paying their employees
- HR management tasks such as group calendars, time-off requests, and payouts were still being done manually—increasing administrative burden and costs
- Labour costs on job orders were often inaccurate due to system constraints in communicating with project costing systems

The Ask

- Streamline and improve time and attendance processes, as well as time clocks for time entry for more than 70,000 workers across 25 countries

The Solution

- Implemented The WorkForce Suite and Clocks in the US, Canada, and Mexico, with language support in both English and Spanish

Modern Workforce Management



Immediate Cost Savings

With the WorkForce Suite, all costs associated with internally hosting the previous on-premise Kronos legacy system were eliminated. Autoliv expects to see additional savings in hourly labour costs and unplanned overtime expenses due to improved time approval processes, data accuracy, and real-time overtime management.



Improved Data and Compliance

Timecard data can no longer be overwritten, and subsequent versions are saved in the new system, significantly improving data integrity. The system also enforces adherence to statutory and Union ESA and CBA-based pay rules, improving compliance, and reducing the risk of employee claims/grievances.



Happier, More Efficient Employees

Employees were delighted with the real-time time and attendance visibility of information at the clocks. Autoliv plans to add self-service functionality to more clocks in the coming year, which is expected to further improve time savings and efficiencies with time-off requests.



Reduced Administrative Tasks

Significantly reduced manually reviewing, validating, fixing, and approving employee timecards and time-off requests—saving shift leads two hours a day in reporting—which means more accurate time coding and proper pay for employees. Reports and analytics proved to be of significant value for managers and administrators, improving accuracy due to the ability to assign labour costs to work orders.

Time Savings

75%

time saved in timekeeping data collection, pay rule interpretation, and hourly calculation determination processes

53%

time saved with employee self-service functionality (vacation balance lookup, etc.)

67%

anticipated time savings by automating time-off requests and functionality via Clocks

64%

time saved in vacation purchase, accrual adjustments, and personal yearly payout processes

Discover how we can meet your organisation's time and attendance needs.

Visit workforcesoftware.com/workforce-suite/time-and-attendance to learn more.

