Improved Automation & Accuracy

The World's Largest Automotive Safety Supplier Saves 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."

— *Victoria Sleziak, Payroll Supervisor*

Goals

Automate workforce management processes and improve inaccuracies

Reduce costs associated with owning and managing on-premise systems

Streamline multiple workforce management software into one complete, reliable system

Challenges

- HR management tasks such as group calendars, time-off requests, and payouts were still being done manually — increasing administrative burden and costs
- Workers used various software like SharePoint and Kronos, though none fulfilled the technological needs of a modern workforce
- 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 16,500 employees — 3,000 salaried and 13,500 hourly — in 18 locations between the US, Canada and Mexico

The Solution

- Implemented The WorkForce Suite and Clocks in the US, Canada and Mexico, with language support in both English and Spanish
- Two Canada locations went live in early 2019, United States in October 2019, and sites in Mexico began to go live in late 2019 with a phased rollout through 2021

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 risk of employee claims/grievances.

Happier, More Efficient Employees

Employees were delighted with the real-time visibility of time and attendance 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 — 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.)

64%
time saved in vacation purchase, accrual adjustments, and personal yearly payout processes

67%
anticipated time savings by automating time-off requests and functionality via Clocks

Discover how we can meet your organisation's time and attendance needs.
Visit workforcesoftware.com/uk/workforce-suite/time-and-attendance to learn more.

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