



Providing a Custom-Made Payroll Solution to Multi-Geo Pharmaceutical Entities to Align with Their Global Standards.

Operate | Insight as-a-Service Offering

The challenge

- A multinational pharmaceutical company faced challenges when transitioning payroll services. Deloitte proposed aligning their payroll services with their global entities to ensure regional compliance, which required systems integration between the client and Deloitte. As a large client with complex needs, they demanded comprehensive reporting. Their existing system made payroll inputs preparations difficult in terms of accuracy due to limited reporting, which did not meet their needs for clarity and visibility. The company sought to reduce manual data gathering and improve payroll processing efficiency through this integration. High levels of communication and collaboration were maintained to clearly define and meet all requirements throughout the transition process.

Our solution

- Starting from Deloitte's best practice solutions, and by applying a pragmatic approach, we were able to cover the ground of this complex implementation. In this way, the project lead times were significantly covered, while the intentional end-result remain achieved.
- SuccessFactors modules in scope were Employee Central (Functional use) Recruiting & Onboarding, Performance & Goal management, Succession & Career development planning, Learning & WFA.
- Extended hyper care support included roll outs, system optimization and enhancements

The outcomes

Deloitte's solution allowed a successful payroll services transition, enhancing overall efficiency and streamlining processes. User-friendly, detailed reports were provided, enhancing visibility into payroll operations, ensuring accurate payroll inputs, and minimizing manual data entry.

Key Impacts:-

- 4 entities managed
- 45+ Domain Specific Reports
- 350+ Insights and Recommendations

