

Case Study, Food & Beverage Company

Challenge

Monster Energy is a leading soft drinks manufacturer. The Monster brand is recognized globally and is synonymous with extreme sports and high profile entertainment events

With employees across 36 different countries, Monster needed a leave tracking and absence management solution capable of complying with multiple different local leave entitlement and absence rules. It also needed shared absence calendar visibility across multiple locations with complex reporting lines.

Due to the complexities involved, Monster had been using inefficient paper, scanning and spread sheet methods for managing these tasks. This made it very difficult for HR to accurately monitor absence trends; it was creating a large admin burden for Managers and HR; teams were experiencing staff shortages at key times; and payroll were not getting accurate information on employee sickness.

Solution

e-days was rolled out to all Monster employees as a global rollout with the previous paper based systems being immediately discontinued. A company-wide sickness management policy was built into e-days with triggers and alerts to managers and HR to ensure correct absence processing policies were being followed.

A weekly automated reminder report was setup to be delivered by email to managers, to ensure any unauthorized leave requests are processed swiftly. Multiple intricate HR/Payroll absence reports were replaced with single, automated absence reports scheduled through e-days for the Monster payroll team on a monthly / fortnightly basis.

Result

e-days meets the brief. Monster employees enjoy using the system and are particularly pleased that leave requests / approvals are now much quicker to process and far more straight-forward. Employees have also reported favorably about the mobile-friendly nature of e-days – making leave tracking easy to use on the move and at home.

Monster’s HR team find the e-days data reports very useful, regularly providing payroll and senior managers with leave / absence reports to help manage the business efficiently.

Interestingly, the Monster HR team calculated that the time involved to process a leave request has dropped from over 6minutes per request before e-days was used, to seconds now, providing an excellent cost-saving for the business in that area alone.



500 e-days users, 30+ countries

e-days functions Used

- ✓ Entitlement calculation
- ✓ Holiday booking
- ✓ Sickness tracking
- ✓ Return-to-work tools
- ✓ Outlook integration
- ✓ Team calendars
- ✓ Single-sign-on

e-days clients

Retail / Manufacturing:

- Vertu
- Roman Originals
- Ralph Lauren
- AKW Medical
- Creed Foodservice Company
- Foster Bakery
- Campari

Others:

- Canon
- Interserve
- Informa
- BSI Group
- AXA
- Prudential
- Lambert Smith Hampton