Global absence management
for enterprise

e-days® Absence Management

Contents

> I love the belief that our entire team has in the e-days solution. And, I love the feedback we get from our customers – it's great to know that e-days is such a popular solution delivering real ongoing value.

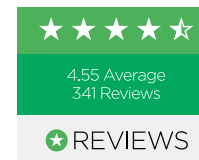**Steve Arnold, Chief Executive Officer**

Introducing e-days

e-days was designed from the ground up with one thing in mind, world-class absence management.
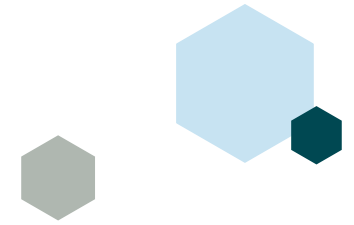
Absence management is one of the most overlooked and complex issues in HR. As a result, larger organisations are unaware of the negative impact it can have on workplace productivity, efficiency and employee wellbeing.

There are many HR vendors out there that offer absence management modules, but many of our enterprise clients found they were inadequate and not fit for global use. It was from this that e-days absence management was born.

Over the past 10 years, we have grown to have 1,500 clients in over 120 countries worldwide, using the system in 20+ different languages. Making e-days a truly global solution, working with some of the world's largest brands.

Who we work with

We're proud to be trusted by some of the world's biggest and most reputable brands, allowing them to benefit from an efficient and compliant online absence tracking system.

acer

age UK

asos

AXA

bam

BARCLAYS

CAMPARI GROUP

Canon

Coca-Cola

CODEMASTERS

DENTONS

F&B
FARROW & BALL
PAINT & PAPER

SONY MUSIC

Interserve
Ingenuity at work

KIER

Lambert Smith Hampton

BRENNTAG

MANOLO BLAHNIK

MONSTER ENERGY

LADBROKES CORAL GROUP

NBC UNIVERSAL

POLO RALPH LAUREN

RENAULT
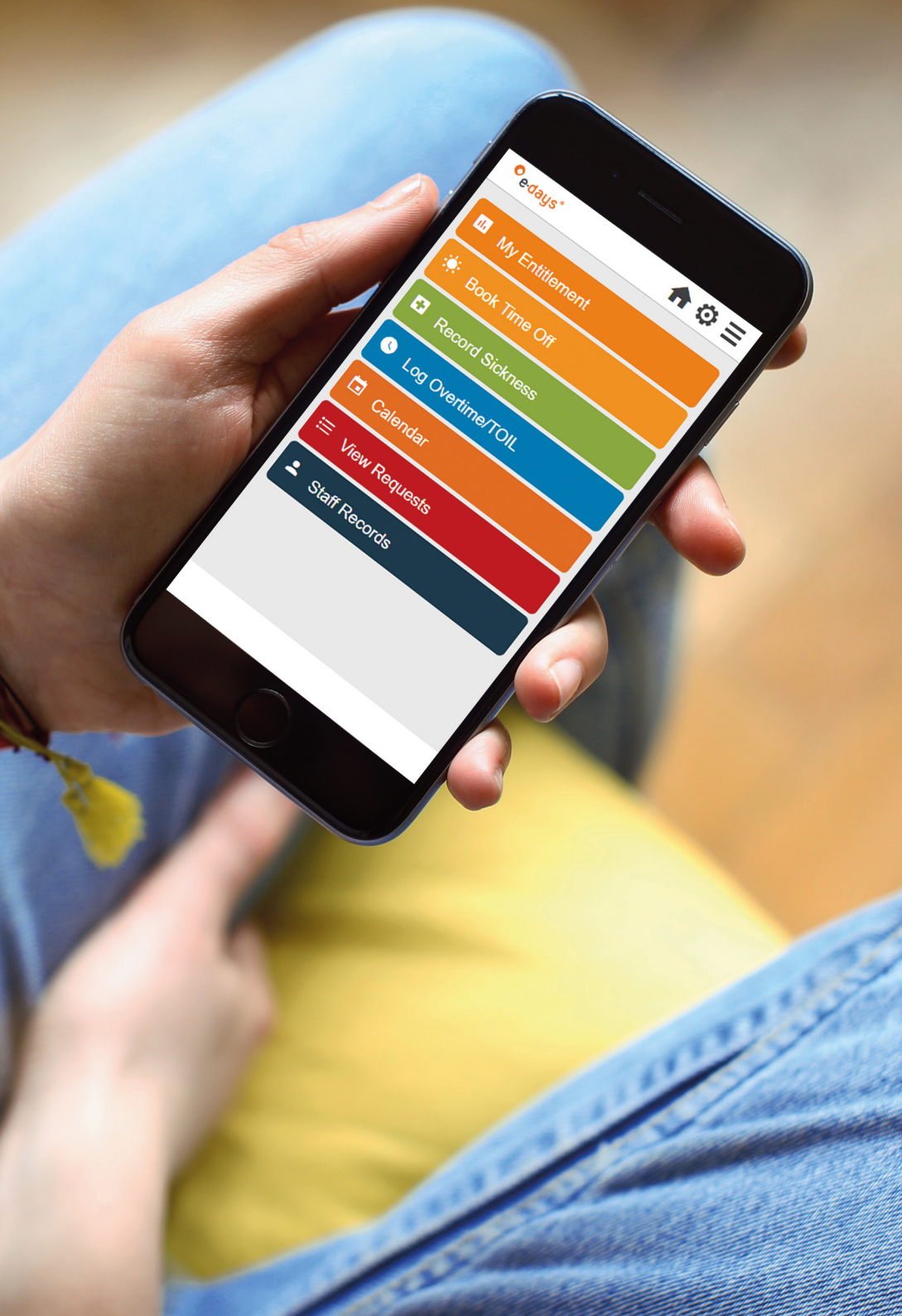
SAINT-GOBAIN

SONY PICTURES

sta TRAVEL

Stena Line

Sytner

THE BODY SHOP

Willis Towers Watson

The challenges

e-days comes to the market to help solve one of the most complex processes for HR, employee absence. Surprisingly, many enterprise organisations suffer through various absence management issues. Purely because they think there are no solutions to fully meet their needs. We're on a mission to change this.

Enterprise organisations often suffer for various reasons in relation to absence. This can range from their current HRIS system failing to meet their requirements, to needing a more complete absence management solution. We aim to help these businesses overcome the following problems:

- Reliant on using paper and spreadsheets

- Lack of global capability and compliance

- Current HRIS not meeting requirements

- Too much time spent on absence admin

- Lack of visibility on sickness and unplanned absence

- Current absence management system not meeting requirements

Global functionality & scalability

600+ users

36 countries

Food and Beverages

The Challenge

- Needed to comply with multiple different local leave entitlement and absence rules

- Using inefficient paper and spreadsheets to monitor their absence processes

- Difficult for HR to identify absence trends

- Large admin burden on HR teams

- Payroll not receiving accurate information on employee sickness

The Solution

- Global e-days roll out removed paper and spreadsheets

- A company-wide sickness management policy was built into e-days

- Automatic triggers and alerts to managers to ensure correct absence processing policies were being followed

- Multiple payroll reports replaced with a single absence report from e-days

The Result

- Now compliant across all 36 countries

- HR team benefit from 24 hour full reporting on all absence

- Time taken to book a holiday reduced from 6 minutes to 6 seconds

- Increase in employee satisfaction through enhanced user experience
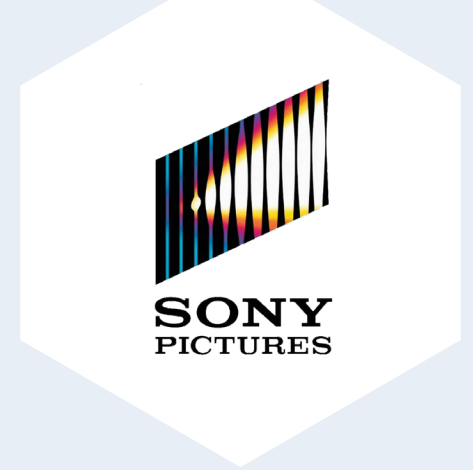
> We find the e-days system excellent and very user friendly. I'm the master user in the HR team and have found it to be a great system. The help desk at e-days is also excellent and always reply with accurate help straight away. Whenever I meet other HR professionals, I always recommend using this if they want an effective holiday tracking system.

Vice President at Monster Energy

HRIS can't deal with global absence

SONY PICTURES

The Challenge

- HRIS and Payroll couldn't manage global absence compliance

- Unable to report on global sickness and annual leave

- Difficult to allocate neccessary human resource for upcoming projects

- Employees wasting time on submission and approvals

- Poor visibility on absence across teams, departments and geos

- Poor visibility on employee wellbeing data

The Solution

- Implement online global absence management system

- Integrate with HRIS and payroll providers for seamless UX

- Tailored team, department and geo views setup

- Quarterly and annual reports scheduled for true global visibility on all absence

- All leave now booked and authorised online and instantly

- Annual report on unplanned absence for employee wellbeing

The Result

- Sony is now complaint to the holiday and sickness rules of all countries they operate in

- Sony's payroll team is benefiting from one-click absence data reporting

- Greater consistency in employees following absence policy

- Increased visibility allows teams within Sony to plan projects more efficiently

1000+ users

16 countries

Entertainment

> e-days has helped us to streamline and effectively monitor absences within the company. The support team are very helpful and quick to respond and to date we have been very impressed.
>
> **Head of Compensation & Benefits at Sony Pictures Entertainment**

Wave goodbye to paper records and spreadsheets

DENTONS

- 1300+ users
- Multiple office locations
- Legal

The Challenge

- Existing paper-based system had become unmanageable due to the size of the business
- Limited visibility of absence within their current process
- Wanted one centralised place for all absence information
- They received poor feedback from employees about the holiday booking process

The Solution

- Implement a user friendly, online and centralised absence management solution
- Promote the system as a benefit by allowing staff to buy and sell holiday using the system
- Team calendars to increase visibility of absence organisation-wide

The Result

- Full reporting functionality
- Increased employee satisfaction through user-friendly technology
- Ensuring employees are taking their annual leave entitlement to avoid employee burnout
- Minimum staffing rules implemented within e-days platform
- Scheduled quarterly reports on all absence

"
The data driven evidence e-days gives us will lead to more nuanced decision making aimed at supporting our employees' health and wellbeing and improve their overall experience of working for the firm.

HR Systems Manager, Dentons
"

Absence management system not meeting requirements

THE EDUCATION ALLIANCE

The Challenge

- Current absence management system was not meeting requirements
- Lack of functionality and agility within existing solution
- Wanted one centralised place for all absence information
- Poor reporting and large admin burden

The Solution

- A simple, easy to use absence management solution
- A solution that can store all absence information in one place
- e-days was rolled out and they enjoyed a smooth implementation process
- A tool with full reporting access to gain visibility on all absence

The Result

- Seamless switch and smooth implementation of e-days
- Absence processes are now completely paperless
- HR has reported an increase in productivity since moving to e-days

600+ users

Multiple office locations

Education

"
The implementation went very smoothly because of the set-up process in place at e-days. Right from the very first demo given to the HR team to the dedicated support of our project manager Sophie, who was excellent, no question or query was too big or small. Thanks to the implementation of e-days we now have a paperless absence booking system which is easy to use.

Trust HR Manager, The Education Alliance
"

Our features

e-days has rich in-depth functionality that provides everything an enterprise organisation needs to take their absence management processes to the next level.

Staff holiday planner

Our staff holiday booking system is completely self-service and allows your employees to submit holiday requests in seconds. This information is then captured and sent off to the relevant line manager to approve or reject the request. This makes employee holiday booking a seamless and easy process.

Sickness tracking

As an employee sickness tracker, e-days allows you to monitor sick leave across your whole organisation. Employees can report exact sickness types, enabling you to better understand the reasons behind short-term and long-term sickness absence.

Calendar integration

We provide useful integrations with popular email applications, including Microsoft Outlook and Gmail. This means that annual leave is visible in your company email calendars without having to access e-days.

Time submission

Allow your employees to submit their exact working hours, through one click submission and approval. This ensures compliance across different geographies.

Integrate with your current tech

Absence management can be quite complex and many of the larger HR vendors can be inadequate when it comes to their built-in modules. Our best-in-class absence management platform can easily integrate with your current tech, whether its HRIS or payroll. Allowing you to take your absence management processes to the next level whilst still effectively using your current systems.

Single sign on

All of your employees will be using one unified platform to log their absence. Single Sign On ensures a seamless transition between your HR systems.
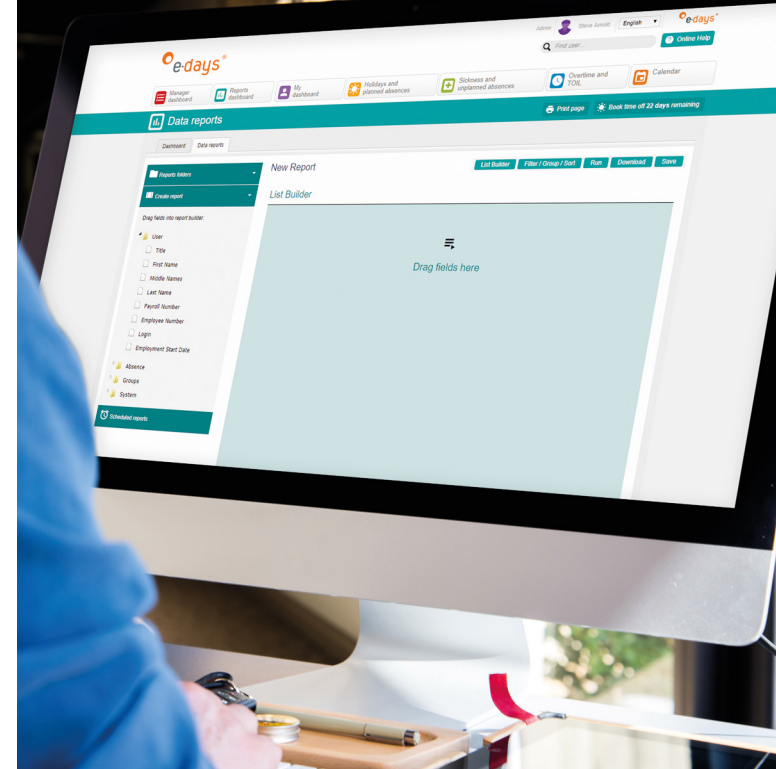
TOIL and overtime

e-days allows your employees to keep track of their overtime, and to add this directly to their leave entitlement. This allows them to spend their extra allowance as and when they need to as part of their normal leave booking process. The same principle applies for TOIL.

Reporting

Logging and tracking employee holiday and absence is only half of the story. The true value of the system comes from the data it collects and provides to payroll, HR and finance. This data gives you greater visibility of absence in your organisation. This improves your ability to plan resource for future projects, monitor and track absence trends, and improve employee wellbeing.

All information is clearly and concisely conveyed via our dashboards, ensuring you only see the data that's relevant to what you need.

Our reporting functionality offers a deeper look at what's going on under the hood of your business through the following features:

Full data export

All e-days absence reports can easily be exported into CSV format for use in Microsoft Excel or to feed into your existing payroll and HR systems.

Bradford Factor scoring

Measure the operational impact of unplanned absence in your organisation. The flexibility of e-days means you can enable Bradford Factor scores on employee dashboards, manager dashboards or just HR teams.

Absence figures and trends

Run reports on specific absence types to better understand the cause and impact of absenteeism across your organisation.

Custom report builder

e-days allows you to create custom reports that extract any data needed for your specific requirements. The functionality enables you select report parameters, fields, filters and schedule automated reports.
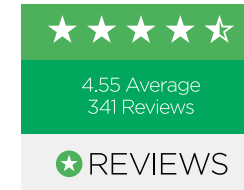
Integrations

The e-days system has an extremely agile and flexible API that allows it to integrate with any other known HR tech and payroll systems, creating a seamless experience across all of your platforms.

Your e-days journey – how we ensure success

We take pride in how simple and straightforward our customer journey is. You will be in great hands from the very start of your e-days journey and will receive amazing ongoing support after you are up and running with your system.

★ ★ ★ ★ ⯪
4.55 Average
341 Reviews

⭐ REVIEWS

1 Consulting

- In an enterprise business, absence can be complex. Speak to one of our consultants to discover whether e-days can help

- Take a look through our world-class absence software to bring your ideas to life

- Consultants will offer a solution based on your needs

2 Configuration

- Work with our project specialists to design and build the perfect system

- We will use a tailored approach to ensure the needs of all your different departments and geographies are met

- You will receive full system training for all administrators and decide a launch date

3 Ongoing Support

- Work with your account manager to ensure you are getting the most out of your system

- Receive tips and tricks on usage and best practice

Get in touch

**Book a personalised
online demo**

www.e-days.com/request-demo

Speak to the team

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Email us

enquiries@e-days.com

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Email us: enquiries@e-days.com

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