



Case Study, Financial Services Sector

Challenge

BNP Paribas, an e-days client since 2008, are one of Europe's largest financial institutions, the largest bank in the eurozone and one of the ten largest financial institutions in the world.

BNP approached e-days in 2008, after their acquisition of former Belgian asset management group Fortis. They needed a tool for absence management that was both user friendly and easy to monitor, allowing employees to log their own holiday and sickness requests when required.

For financial institutions, and BNP Paribas in particular, a particular importance is placed on employee wellbeing due to the stressful nature of work undertaken. With that in mind BNP Paribas needed a system that was able to process the two-week consecutive leave requirement the organisation places on employees.

Solution

With all of BNP Paribas requirements in mind, e-days fit well with its ability to be flexible with each individual organisations' requirements, and also its ease of use for the end user.

As e-days had previously experienced with Financial and Legal organisations, the wellbeing angle of the two-week consecutive holiday was particularly important.

To aid BNP Paribas in implementing this organisation wide procedure, e-days was able to produce scheduled reports that outlined employees who had not taken their two-week consecutive leave. This enabled HR to easily see who needed to be reminded of this policy and eliminated trawling through months of paper-based data.

Impact

e-days have been able to tick all the boxes for BNP Paribas, as is particularly evident from their loyalty of being a customer for over ten years. The system is user friendly and easy for both staff and administrators to manage.

Through the use of the e-days in depth scheduled reporting tools, the software was able to provide a way of quickly and efficiently managing the employee wellbeing aspect of standardised, mandatory two week consecutive holiday breaks, a feature transferable to many organisations within the Financial and Legal sectors,



BNP PARIBAS

230 e-days users

e-days functions used:

- ✓ Entitlement calculation
- ✓ Holiday booking
- ✓ Reporting
- ✓ Long service awards
- ✓ Team calendars
- ✓ Carry Over functionality
- ✓ Overtime & TOIL

e-days Financial Sector Clients:

Lazard
Barclays
Standard Bank
M&G Investments
4Finance
Moneycorp



e-days provides a quick and reliable system – it's not too complicated, allows employees single sign on access and we don't have difficulties with the system ever being down.

The back end, administrator panel, within the system is very efficient too, on top of this reporting is made very easy, especially for our two-week holiday policy.



HR Analyst

BNP Paribas