

Case Study, Media & Telecoms

Challenge

Creative Media Network are a digital creative agency based in Haarlem in the Netherlands. Their clients include the likes of large multinational organisations such as L’Oreal & Bidfood Group.

Due to the complex nature of holiday rules in the Netherlands, planned absence is near impossible to manage on outdated paper and spreadsheet-based processes.

Workers are required to take their holiday allowance within six months after the year they were accrued. If holiday is not taken the allowances are deleted and no compensation is offered.

Solution

Creative Media Network joined e-days as Nefli B.V. before acquiring a separate organisation and merging the two companies into one e-days system, under the umbrella of Creative Media Network.

e-days was able to merge Nefli’s existing system with the new Creative Media Network system, whilst also upgrading them to the latest version of the software at the same time.

With regards to the complex holiday rules in the Netherlands, e-days enabled administrators to log in and make bulk deletions to employee records on the six-month expiry date, saving a great deal of time in the process.

Impact

As with many of the organisations e-days help with absence management, the immediate impact came from time saving, and subsequently productivity increasing by replacing time consuming manual processes.

Creative Media Networks employees are now empowered to request their own holidays online and have constant visibility over their allowances through e-days self-service functionality.

The visibility provided also means managers can send automated prompts for employees to use up their holidays when they’re approaching the 6-month limit mentioned previously.



CREATIVE MEDIA NETWORK

85 e-days users

e-days functions used:

- ✓ Entitlement calculation
- ✓ Holiday booking
- ✓ Reporting
- ✓ Single Sign On
- ✓ Team calendars
- ✓ Carryover Functionality
- ✓ Automated allowance reminders

e-days Media & Telecoms Clients:

- Sony Music
- Sony Pictures
- Confetti Constellations
- Crystal Clear Telecoms
- DRP Group



With e-days our company can now easily and effectively manage planned & unplanned absences along with other leave.

It’s been working great for us and we’re currently two years into our time with e-days.



Support Manager

Creative Media Networks BV