

## Case Study, Entertainment Company

### Challenge

Sony Pictures Entertainment is an American entertainment company that produces and distributes motion pictures, TV programs and recorded music.

Sony Pictures approached e-days following a recommendation from Sony Music, another e-days client. Sony Pictures was using a global HR solution (Workday) and a global Payroll solution (ADP), but neither system was able to deliver Sony's global leave and absence management requirements.

As a result, the company had been using paper and spreadsheets to manage and track leave/absence and this was making the process manual, slow and inaccurate. In addition, Sony was experiencing workforce planning issues due to poor visibility over planned and unplanned employee absences.

Sony also required seamless integration with their core HR system – Workday, with a data output also available for its global payroll system to complete the data flow.

### Solution

e-days was rolled out to Sony Pictures rapidly to hit a very tight go-live deadline that synchronized with their new holiday calendar year. Sony employees benefitted immediately from fully automated leave management, with their approved absences automatically displaying in their MS Outlook calendars.

Sony's e-days system was setup with online return-to-work notifications and e-forms to help managers and HR proactively manage absence accordingly to the company policies. Team, department and project views were created to ensure workforce management and planning teams were able to correctly scheduled projects based on important visible absence data.

The integration with Workday allowed all employee / manager reporting lines, and employee transitions and leavers to automatically update within e-days – keeping both systems in complete harmonization.

### Impact

e-days meets the brief. Sony's payroll team was able to replace their complex data collection and collation systems with one-click accurate absence data reporting through e-days. HR experienced a huge improvement on employees and manager's following company absence policies. And the online visibility of absence data meant that employees, teams and projects groups could plan projects efficiently.



802 e-days users

#### e-days functions used:

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

#### e-days Entertainment Sector

##### Clients:

Sony Music  
Creative Media Networks  
Confetti  
Lionsgate Films  
NBC Universal



*e-days has helped us to streamline and effectively monitor absences within the company. The site is easy to use, colourful and intuitive.*

*The support team are very helpful and quick to respond – to date we have been very impressed!*



#### Head of Compensation & Benefits

Sony Pictures Entertainment.