

Success Story

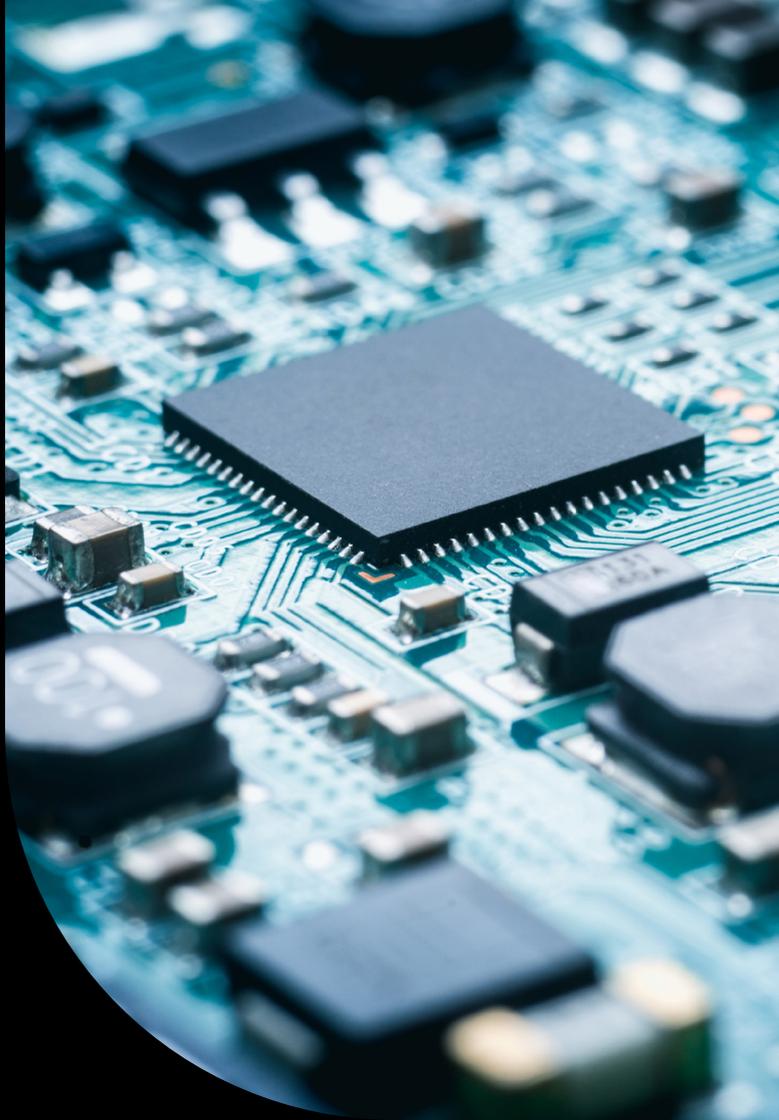
Sage People puts Nikon's HR data into focus

Imaging and optical specialists transforms its HR operations with centralised system

“It feels like Sage really does care about your business... That's critical”.

Barry Vaux

Director & Senior Vice President, Nikon Precision Europe



The Challenge

Nikon Precision Europe (Nikon PE) was struggling with a lack of integration between various HR systems. The absence of a centralised HR solution resulted in manual and time-consuming processes, which ultimately hindered their ability to obtain accurate and visible employee information.



The Solution

Sage People offered the promise of a seamless HR solution, centralised data and automated HR processes. The company enlisted the expertise of the Sage implementation team, who provided personalised support and guidance throughout the implementation process.



The Result

The unified platform of Sage People enabled HR to manage tasks across recruitment, performance management and payroll from one single system. This also brings newfound visibility which empowers management to make informed decisions, track attrition rates and analyse employee performance effectively.

- Pay review processing time halved to 1 month.
- Significant reductions in errors and improved efficiency.
- Unified platform combining HR tasks into a single system.
- Newfound visibility empowers management to make informed decisions.

Sage

Company
Nikon Precision Europe GmbH

Location
HQ, Germany

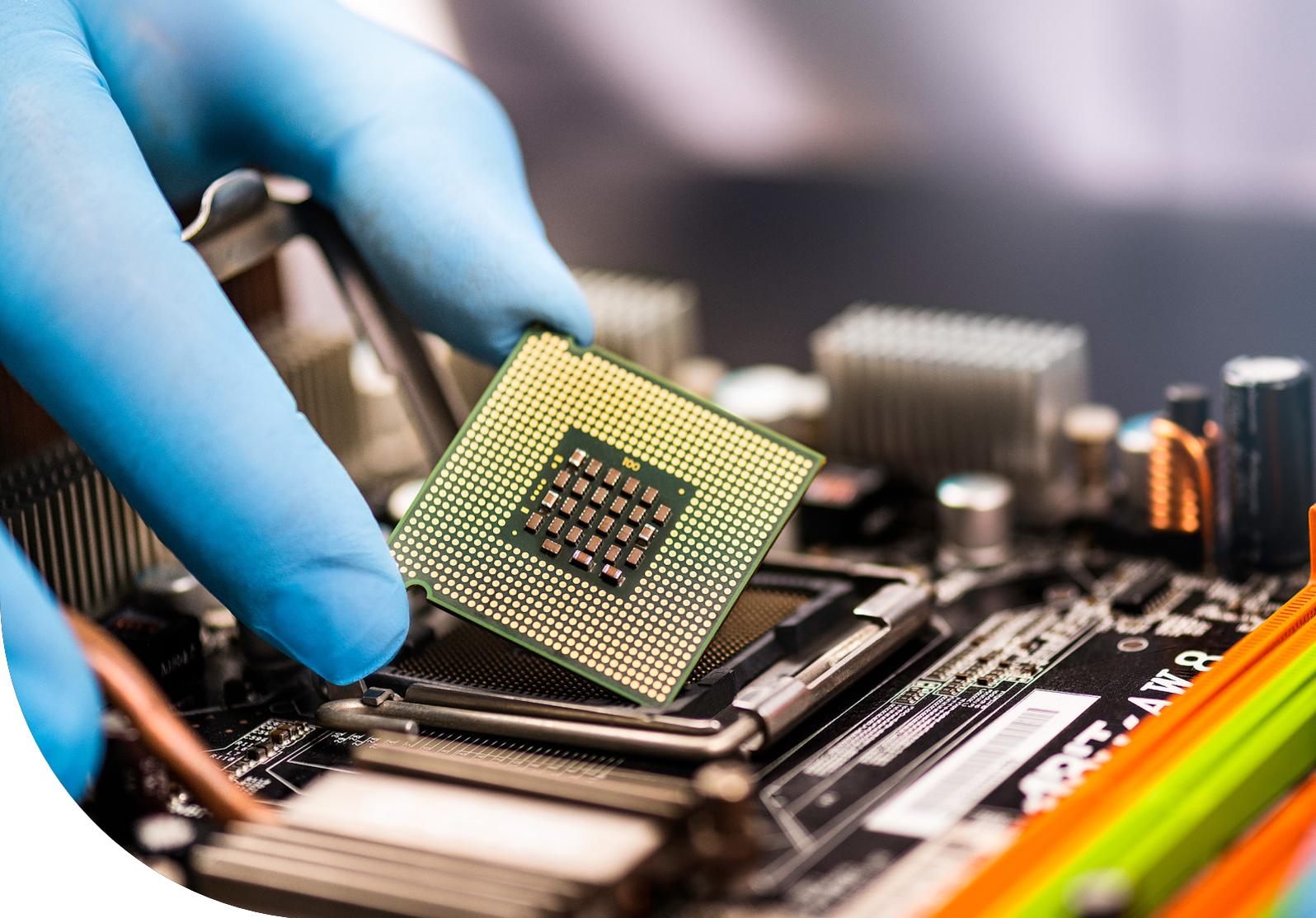
Industry
Discrete manufacturing

Sage Products
Sage People



About Nikon

Nikon is one of the world's leading optical companies. With decades of experience as a manufacturer of optical lenses and precision equipment, Nikon is the leading global supplier of semiconductor lithography systems.



Pandemic marks shift in focus

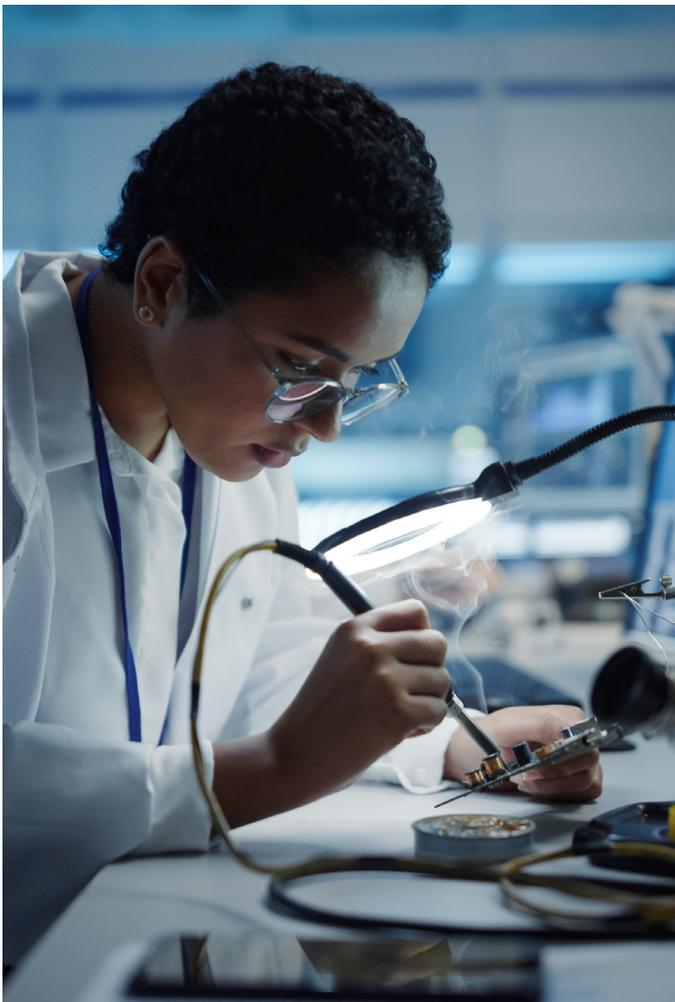
Nikon PE had been navigating through a challenging period due to various factors, including the impact of the COVID-19 pandemic and intense competition in the Semiconductor industry. Despite these challenges, Nikon PE has been making efforts to restructure its business and focus on growth opportunities.

Lack of centralised system creates inefficiencies

As part of its business optimisation efforts, Nikon PE made the call to transition away from its in-house HR platform, but recognised the need to take a step-by-step approach due to the culturally stringent work environment the business and its people operate in.

The multinational company, operating across five countries, faced numerous HR challenges due to the lack of integration and visible information across their existing HR tech stack. The HR team struggled with five separate HR systems, leading to inefficiencies in employee data management.

With 34 years' experience within the business, Barry Vaux, Director & Senior Vice President, headed up the HR transformation project. "It became patently obvious, even before the business was forced to adopt a hybrid workplace model during the pandemic, that a modern, integrated HR solution was essential to streamline operations and enhance employee experience," he says.



The implementation of Sage People has brought significant improvements to the company's HR operations and employee experience.

Ticking all the boxes

In search of an all-encompassing HR system, Nikon PE explored various options, including SuccessFactors. However, as Barry puts it, it was “like trying to put a square peg in a round hole,” and the system was quickly deemed unfit for its needs.

The turning point came when Nikon PE discovered Sage People, a comprehensive HR solution. The flexibility of Sage People would grant them the ability to configure the product to their specific needs, and Barry was particularly impressed by the range of features and capabilities, from monitoring employees' performance to absences and vacancies.

Barry also appreciates the level of support received during their initial enquiries. “We never felt rushed, nothing was too much trouble, and the product was basically ticking every box that we could think of,” says Barry. After informal discussions with Sage representatives at an exhibition, Barry and his colleagues made the instinctive decision to implement Sage People.

Zooming in on success

The implementation process began with the basic system setup, importing team members' employment records and absence tracking. The ease of use and robust features of Sage People addressed the company's initial apprehensions, fostering a smoother adoption process.

Nikon PE's HR team took advantage of the platform's capabilities to automate various tasks, such as generating automated reports and emails for employee onboarding and departure. They also made use of the comprehensive support systems put in place to help them get the most out of the platform, from technical support teams to user guides and webinars.

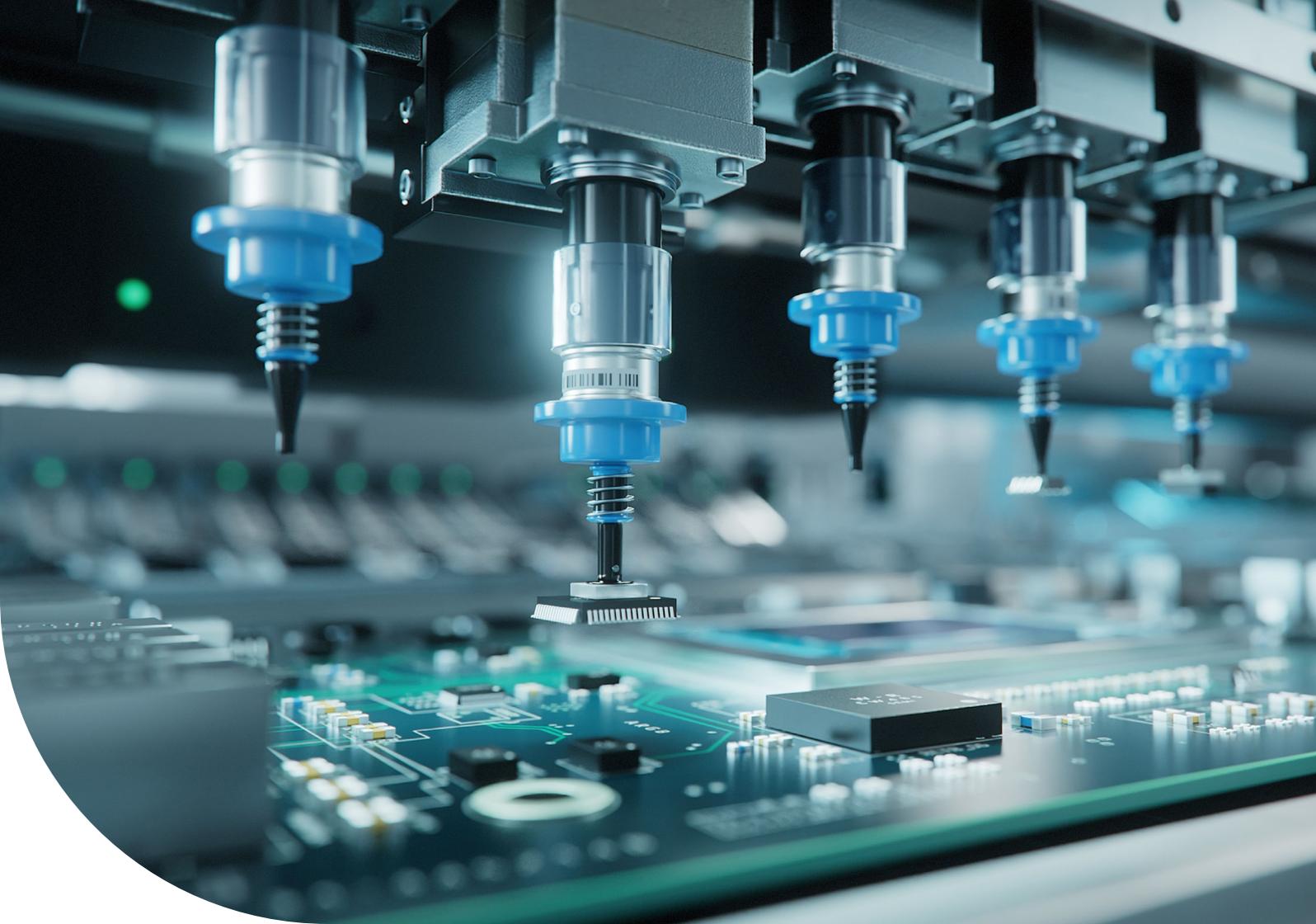
The implementation of Sage People has brought significant improvements to the company's HR operations and employee experience. Sage People provided the much-needed consolidation, bringing all HR tasks and metrics under one platform, eliminating the need for multiple systems and improved data accuracy.

Visibility driving better decisions

Nikon PE has significantly reduced human errors in managing employee data and payroll, thanks to the intuitive user interface and simplified data entry processes of Sage People.

With the centralised system, management now enjoys real-time visibility into crucial HR metrics, such as attrition rates and absenteeism. This is facilitating informed decision-making and strategic planning.

Meanwhile, the pay review process, which previously took up to two months, has been streamlined, and can now be completed in half that time. Automated calculations and workflows also help to ensure accurate and timely pay reviews. On top of this, Sage People is demonstrating how much it can support HR processes during periods of record-breaking employee acquisition; in Ireland, the headcount has doubled in just two years.



“With Sage people, we’re ensuring that it is at the centre of everything else that we’re doing. It adds this level of comfort.”

Barry Vaux

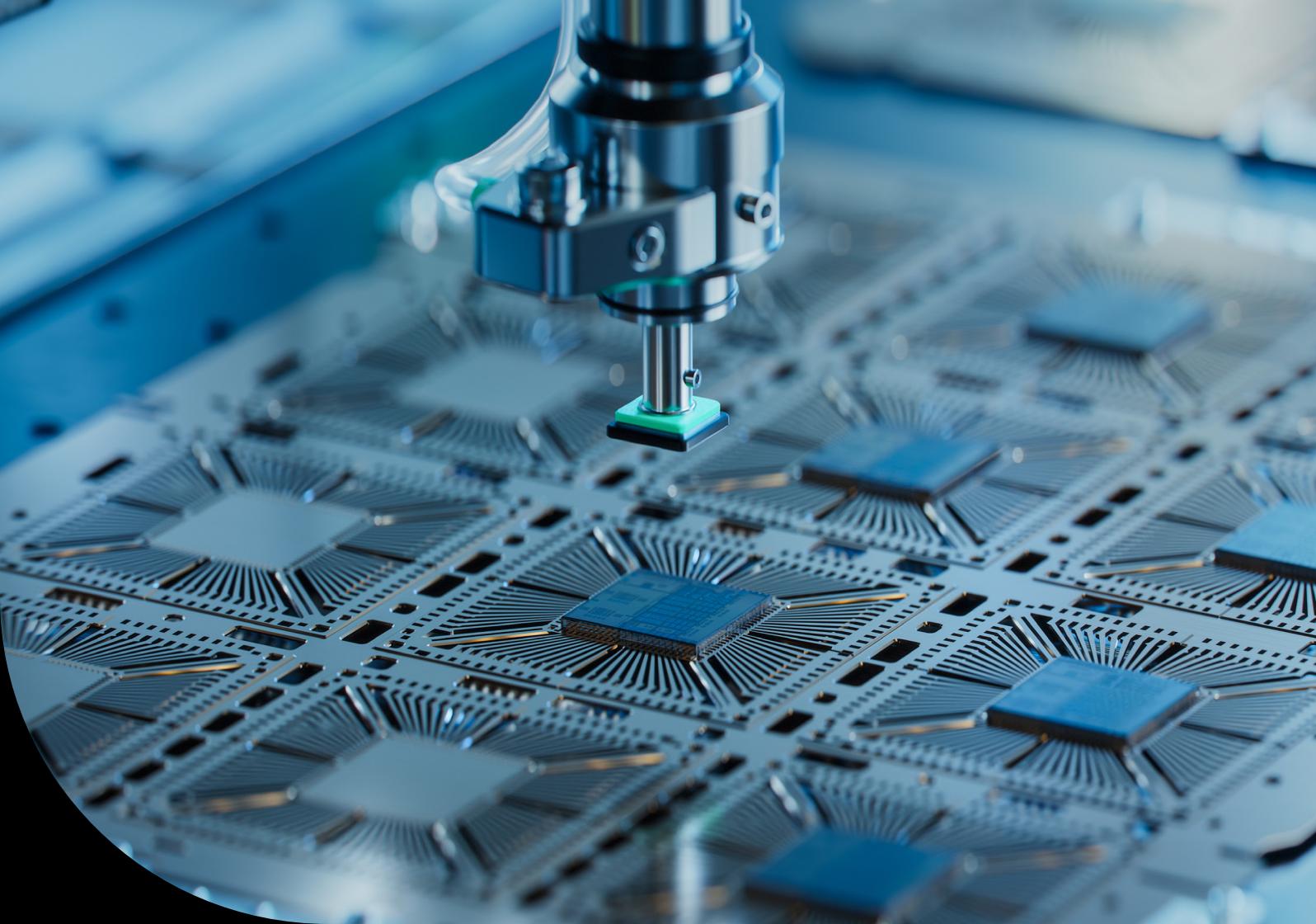
Director & Senior Vice President, Nikon Precision Europe

Framing the future

The new system has also created better candidate and employee experiences. Job applicants find an improved recruitment process with easy application tracking and onboarding. Employee self-service options allow employees to access and manage their data, reducing dependency on HR for routine tasks. In addition, Nikon PE are now able to identify areas that have been flagged to have heavy administrative burdens and can now work to alleviate some of these figures.

The company-wide benefits are already noticeable, but Nikon PE seeks to expand its HR capabilities even further with Sage People. The introduction of the compensation package is underway, promising further efficiency gains, and there are plans to reduce overall administration that each HR manager takes on per country with minimal increase in supporting headcount.

With his retirement imminent, Barry is satisfied that Nikon PE’s HR is in safe hands with Sage People. “The dedication of the Sage People team, combined with face-to-face support, has cemented a strong partnership, ensuring ongoing support and continuous improvements for years to come,” says Barry.



Sage

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