

Octapharma Plasma

Supports Dynamic Expansion with Enhanced Reporting, Accelerated Onboarding



Company Profile:

Octapharma Plasma, Inc. is a U.S.-based company that collects human plasma for further manufacture into life-saving drugs for human use. Its services are critical to the development of life-saving patient therapies used by patients all over the world. Octapharma Plasma is owned and operated by Octapharma AG, an industry leader in processing licensed plasma products for 25 years. The company has manufacturing plants in Austria, France, Germany, Mexico, and Sweden as well as satellite offices in 27 additional countries.

The Challenges:

Previously, Octapharma Plasma used multiple systems, including a payroll service bureau, to manage thousands of employees in its dispersed locations, but the company's HR, payroll, and benefits teams experienced too many restrictions to effectively handle increasing expansion.

"We were very frustrated with the limited capabilities of the service bureau, and our multiple interfaces did not 'talk' to each other. Our work was way too manually intensive," said Aurora Smith, payroll supervisor at Octapharma Plasma. "Plus, we have been acquiring new companies, and the disparate processes that we had been using could not support our growth."

The Solution:

Octapharma Plasma went live with UltiPro in July 2012 as its single, unified solution for human capital management (HCM), and immediate benefits included reduced administration, time savings, and increased productivity among its teams.

One primary business advantage that Octapharma Plasma has experienced is the real-time reporting and strategic analytics delivered with UltiPro's business intelligence capabilities. Octapharma Plasma's teams can instantly pull data across all areas of HCM—HR, payroll, time and attendance, compensation, recruitment, compliance, year-end, and more—to create, modify, and distribute workforce-related reports and notifications.

Because the security in Ultimate Software's end-to-end solution is unified, Octapharma Plasma does not have to maintain multiple security systems. Executives, managers, and HR-related teams view only the reports they are authorized to access based on specific security profiles.

Ultimate
SOFTWARE
People first.

The Customer

Octapharma Plasma

Industry

Healthcare

Number of Employees

2,300

Key Benefits

- Immediate access to a full scope of HCM-related business intelligence and analytics
- Accelerated onboarding processes that support dynamic business expansion and assimilate new hires
- Increased productivity and engagement as well as reduced labor costs and administration

“We love the reporting functionality in UltiPro. It’s so user-friendly, and we can deliver any kind of reports that are asked of us from executives or managers. The level of details, flexibility, and instant, 24-7 access that we now have with UltiPro was not available to us with the payroll service bureau or the multiple systems we had been using,” said Smith.

“UltiPro Business Intelligence has been key to supporting our strategic expansion. Our managers have the ability to quickly and accurately assess the productivity of their teams, and our executives are better at analyzing labor costs. Plus, we are eliminating a great deal of paper usage and, as a result, we are seeing both time-and costs-savings.”

With its continued plans for expansion, Octapharma Plasma is also benefiting from UltiPro Onboarding—web functionality that automates and simplifies the process of assimilating new employees into its organization.

The HR team can configure welcome packages for targeted employees by job or location; automate tactical logistics; standardize new hire forms and procedures; ensure compliance with up-to-date federal and state forms as well as verification of the employee’s authorization to work in the U.S.; proactively assign provisioning tasks throughout the organization; send automatic notifications to managers and HR teams to monitor the status of new hire activities; and more.

“Getting new employees set up in our company is so much more efficient and seamless with UltiPro. All the logistics, details, and communications are completed very easily,” said Smith. “By providing a positive experience for our newest employees, we have seen a range of business benefits—such as an increase in employee satisfaction, productivity, and engagement as well as reduced labor costs and administration for our HR teams.”

“Ultimate’s cloud technology has added significant value to our overall business. All of our teams are happier, and our executives are thrilled with the business results.”



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Aurora Smith
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