

Mazars USA gains key insights with Workday.

Learn how Mazars USA is benefitting from its Workday partnership to better plan for its future.



ABOUT MAZARS USA



- Founded in 1921 in New York, New York
- Professional Services firm with more than 900 U.S. employees, offering audit, tax, and consulting services
- Mazars USA is the independent U.S. member firm of Mazars Group, a prominent audit, accountancy, advisory, tax, and legal services organization

CHALLENGES

Mazars USA is experiencing growth at a rate of 5 percent annually. Prior to selecting Workday, Mazars USA relied on paper files and manual processes to manage HR service delivery.

WHY WORKDAY

Mazars wanted a solution that could scale as the business grew and provide the specific functionality the company needed for its HR and payroll services.

WORKDAY APPLICATIONS

Human Capital Management, Recruiting, Benefits, Compensation, Payroll

BENEFITS AND RESULTS

“We are moving forward with a Diversity and Inclusion initiative and wouldn't have been able to take this step before Workday.”

—Heather Cohen, Director of HR

Process Automation and Configuration:

The business process framework and self-service capabilities in Workday helped automate and streamline transactional work and scale HR and payroll processes. The newly automated recruiting and onboarding procedures enable HR to more quickly and easily onboard, transfer, and track all employees, as well as expand the scope of new-hire recruiting.



Data Integrity and Audit: Prior to Workday, HR records were maintained in paper files. This meant that teams working in other national locations had to call the HRBPs when they needed employee records. This process has now been replaced by online access to employee files, and workers also enjoy being able to view and manage their own information.



The built-in audit capabilities have reduced compliance risk and time spent gathering data for ADA and EEOC reporting. And the business process framework enabled Mazars USA to begin a diversity and inclusion initiative to ensure adherence to data collection, privacy, and security requirements.



6-month deployment

Shift from transactional to strategic HR:



90% reduction to manual entry



19% improvement in Payroll staffing ratio:

483:1 → **577:1**

Onboarding time reduced to ~2.5 days:

80% of new hires complete documentation prior to start

1 system with accurate, reliable, real-time information



Streamlined ADA and EEOC audits and credential assurance