

## Salary Management Optimization: The Ceramaret Story

Ceramaret, a leader in the manufacturing of high-precision technical ceramic components based in Bôle (Neuchâtel), has transformed its salary management through APPLIC8's Swiss payroll processing solution. With nearly 250 highly qualified employees and over 100 years of expertise in precision machining, Ceramaret needed a payroll management solution that was as precise and reliable as its own products, integrating perfectly into their global digital transformation project that includes SAP ERP and SAP SuccessFactors HCM.

### Key Achievements

- ✓ **Significant reduction** in payroll processing time
- ✓ **Go-live** achieved 3 months ahead of schedule
- ✓ **Automation** of validation processes
- ✓ **Improvement** of the accounting interface
- ✓ **Seamless integration** with SAP S4 HANA and SAP SuccessFactors EC

## A Digital Transformation Adapted to the Precision Industry

### The Initial Context: Specific Challenges

As a manufacturer of high-precision components serving demanding industries such as medical, watchmaking, and industry, Ceramaret faces particular challenges in managing its payroll. The complexity of production schedules, the diversity of contract types, and the need for absolute precision in all aspects of the business required a robust and reliable solution that integrates perfectly into their SAP ecosystem.

## The Strategic Choice: The APPLIC8 Solution

In their search for a solution and as part of an ERP project, Ceramaret needed to find a new system to modernize their payroll management. Ceramaret chose APPLIC8's Swiss payroll processing solution for its ability to handle payroll complexity while maintaining ease of use. The Swissdec certification, hosting in Switzerland, APPLIC8's expertise in the Swiss industrial sector, as well as its integration capability with SAP Finance and SAP SuccessFactors were determining factors.



## Mise en Place: A Precise and Masterful Transition

The implementation was carefully planned to adapt to Ceramaret's production cycles. Thanks to close and agile collaboration between teams, the project was completed with exceptional performance, allowing for a go-live 3 months before the initially planned date.

### Phase 1:

#### Analysis & Configuration

Meticulous system configuration to meet the specific needs of the precision industry, integrating different types of schedules and bonuses.

### Phase 2:

#### System Integration

Implementation of seamless integration with existing production management and HR systems, ensuring operational continuity.

### Phase 3:

#### Training and Deployment

Comprehensive training of HR teams and production managers for optimal system use, enabling accelerated deployment

# Optimized Efficiency And A Transformed Daily Routine

The implementation of the APPLIC8 solution has allowed Ceramaret to reach a superior level of efficiency in payroll management, reflecting their commitment to excellence in all areas.

## Some notable improvements:

- Improved accounting interface, eliminating 100% of manual entries and adjustments
- Precise reporting for cost management
- Full compliance with Swiss legal requirements
- Seamless integration with the SAP ecosystem

Today, Ceramaret's Finance & HR team can now focus on high-value tasks, allowing for a gain in time and efficiency, while benefiting from a solution perfectly integrated with their SAP S4/HANA and SAP SuccessFactors environment.

*"The implementation of APPLIC8's Swiss payroll solution has completely transformed our salary management process. What impressed us most was not only the precision and reliability of the system—which perfectly aligns with Ceramaret's standards of excellence—but also its seamless integration with our SAP environment. We have significantly reduced processing time and eliminated manual adjustments in our accounting interfaces. The expertise of the APPLIC8 team allowed us to go live three months before the scheduled date, a remarkable accomplishment within our digital transformation project."*

**ceramaret**

**Vanina Stenz**

Payroll Specialist

**Olivier Régis**

Head of IT

## Contact Us



[applic8.com](https://applic8.com)



[contact@applic8.com](mailto:contact@applic8.com)

### Switzerland



APPLIC8 SA  
Avenue Reverdil 2  
1260 Nyon

### Portugal



APPLIC8 Portugal,  
Unipessoal Lda  
Avenida da República 50  
1050-196 Lisboa,

### Philippines



APPLIC8 Software  
Development, Inc  
Cebu Holding Center, Cebu  
Business Park  
6000 Cebu City

**APPLIC8**

