

## PX Group: Transformation of the payroll process with the Applic8 solution

PX Group, a leading company in the watchmaking and metallurgical industries, has revolutionized its salary management thanks to Applic8's Swiss payroll processing solution. With its various specialized entities, PX Group needed a **precise and robust** payroll management solution capable of handling a high complexity of calculations and automations.

### Key Achievements

- ✓ **Automation** of calculations according to personnel categories
- ✓ **Efficient** management of complex LPP rules (6 different plans)
- ✓ **Optimization** of accounting interfaces and export files
- ✓ **Implementation** of multiple distinct calculation cycles (payroll and provisions)
- ✓ **Simplification** of various monthly data imports

## The Context: Challenges Specific to the Watchmaking Industry

As a major player in the Swiss watchmaking and metallurgical industry, PX Group faced considerable challenges in managing its payroll. The diversity of professional profiles, the complexity of calculation rules for social benefits, and the need for absolute precision in all financial aspects required a robust, flexible, and highly customizable solution.

The multitude of data to be processed monthly (bonuses, overtime, various allowances) and the complexity of calculation rules for provisions and LPP represented major challenges that previous systems struggled to resolve efficiently.

# The Strategic Choice: The APPLIC8 Solution

In its search for a solution capable of meeting its specific needs, PX Group chose Applic8's Swiss payroll processing solution for its flexibility, its ability to manage complex calculation rules, and its user-oriented approach. The Swissdec certification, secure hosting in Switzerland, and Applic8's expertise in the watchmaking industry were also determining factors in this strategic choice.



## A Tailored Implementation

The implementation was meticulously planned to adapt to PX Group's specificities and to ensure a smooth transition to the new system. The close collaboration between Applic8 and PX Group teams made it possible to create a solution truly adapted to the company's needs.

### Phase 1:

#### Analysis and Configuration

Detailed system configuration to integrate the multiple calculation rules specific to PX Group, notably for the six different LPP plans and provision calculations related to bonuses and seniority premiums.

### Phase 2:

#### Automation and Integration

Implementation of automations for differentiated calculations according to personnel categories and development of optimized interfaces with accounting systems and the pension plan manager.

### Phase 3:

#### Training and Deployment

In-depth training for HR and finance teams, with personalized support to ensure quick and efficient system adoption, followed by continuous support to optimize the use of the solution.

# A Successful Transformation: Results and Impact

The implementation of the Applic8 solution allowed PX Group to radically transform its payroll management, bringing **precision**, **efficiency**, and **automation** to a previously complex and time-consuming process.

## Some notable improvements:



### Intelligent Automation

The system configured by Applic8 now automatically manages provision rates for bonuses according to function level and generates alerts for seniority premiums, eliminating the risk of manual errors and ensuring that each employee receives exactly what they are owed.



### Optimized LPP Plan Management

Applic8's solution successfully met the major challenge of managing six different LPP plans simultaneously, ensuring perfect compliance and automatically generating interface files with the pension plan manager.



### Multiple Calculation Cycles

The implementation of multiple calculation runs (main payroll and provision for overtime and vacation has significantly improved financial accuracy and facilitated forecasting management.)



### Simplified Imports

The establishment of standardized yet flexible import processes for different types of monthly data (bonuses, hours, etc.) has significantly reduced payroll preparation time.



### Enhanced Accounting Interface

The optimization of the accounting interface file has enabled an unprecedented level of details, facilitating financial analyses and improving data traceability.

# A Lasting Relationship Based on Excellence

Since the implementation of the Applic8 solution, PX Group benefits not only from **a system perfectly adapted to its needs**, but also from **a responsive and personalized daily support** that continues to accompany the company in optimizing its payroll management.

This fruitful collaboration has enabled PX Group's HR and finance team to focus more on high-value-added tasks, while benefiting from a robust, precise solution that is perfectly aligned with the specific requirements of the Swiss watchmaking industry.

*"The implementation project for the Applic8 solution went very positively. They were able to respond to all our specific request with rigor and flexibility. It's a solution that we can recommend, without hesitation, to any company facing similar challenges to ours."*



**Roger Matthey**

HR Group Director, PX Group

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