

How Webster Transformed Its Payroll Management with Applic8

For a world-renowned educational institution like Webster, payroll management presented considerable challenges. Between the 600 teaching contracts with variable durations, the 8 academic schedules fluctuating according to semesters, the 24 teacher compensation options, and the diversity of staff statuses, human resources administration required a solution that could truly measure up to this complex academic environment.

Faced with this reality and a growing need for fine data analysis to better refine the rector's decisions, Webster needed a solution capable of responding with precision and flexibility to the particularities of the educational world while maintaining the level of requirements of a company built for the long term (already more than 100 years of existence and 47 in Geneva).

The Search for an Adapted Solution

Faced with these challenges, Webster had well-defined requirements:

- ✓ Ability to efficiently manage the specificities of academic contracts and personnel (professor profiles)
- ✓ Integration with existing academic management systems (course schedules, types of programs and courses, number of enrolled students, etc.)
- ✓ Significant reduction in manual administrative tasks (controls, year-end reporting, process automation and security)
- ✓ Impeccable compliance with Swiss legislation

The Choice for Change: The APPLIC8 Solution

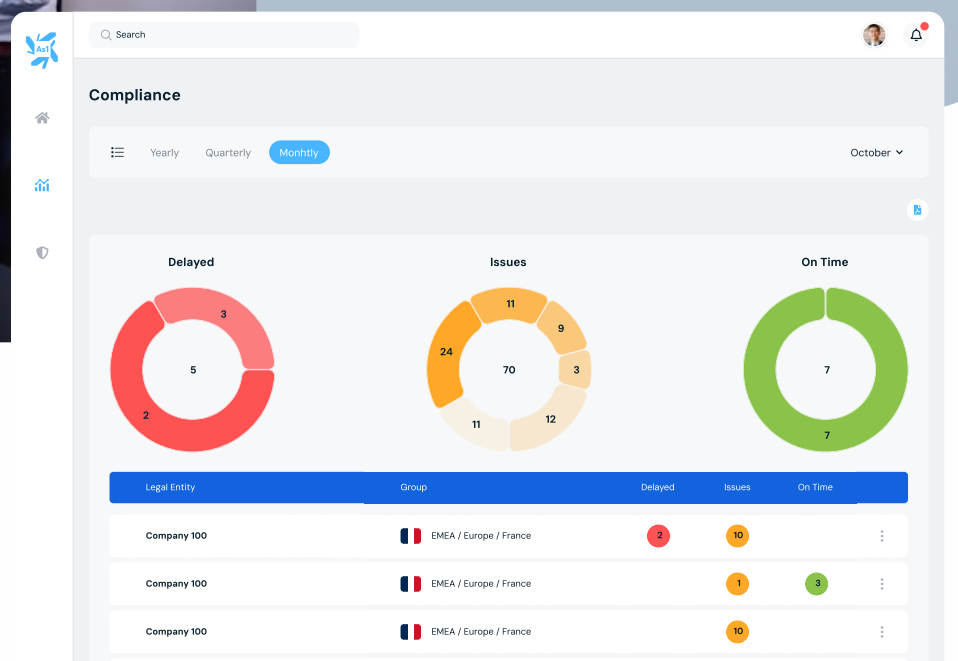
For the implementation of a new payroll processing solution, Webster therefore turned to Applic8.



After responding to a comprehensive set of specifications addressing both the technical aspects of payroll, processes, access and services, as well as the more commercial aspects of flexibility, sustainability, and the system's security level, Applic8's solution was selected and allowed Webster to confidently address the resolution of its various complex problems related to payroll management.

The solution particularly stood out for **its unique ability to manage all populations and types of contracts present at Webster within a single system**, from students working a few hours per week to permanent professors, including occasional instructors and administrative staff. Let's also keep in mind that staff members may hold any type of work permit and be of any age.

The implementation proceeded methodically and smoothly, according to a carefully discussed pre-established timeline. This strategic approach allowed for a smooth transition, minimizing the impact on the institution's daily operations while ensuring the gradual training of administrative teams. Thanks to this collaborative method, Webster was able to maintain the continuity of its critical operations throughout the deployment process.



Main Areas of Intervention :

O. Preliminary study and understanding of the environment and specificities

This phase, often seemingly minor, was undoubtedly foundational to the success of implementing the Applic8 system within Webster; not only because the Applic8 team took interest and became aware of Webster's challenges, specificities, and objectives, but also because this phase created a climate of strong trust and collaboration, which led to numerous constructive and effective exchanges.

1. Custom modeling of multiple compensation profiles

One of the major challenges for Webster concerned managing a diversity of teacher and staff profiles with various compensation methods: fixed income, variable, monthly, or one-time payments. This multiplicity, combined with often irregular intervention schedules, created considerable administrative complexity. The Applic8 solution allowed for the implementation of an intelligent system capable of harmoniously integrating these different methods into a unified process.

2. Intelligent automation

Development of sophisticated algorithms allowing for automatic processing of variations in teaching hours, semester adjustments, and different academic bonuses without manual intervention, drastically reducing the risk of error.

3. Integration of systems and training

Establishment of secure bridges between the Applic8 solution and Webster's academic management systems. Provision of precise, practical user guides accessible to all users and administrators.

Key Achievements

The adoption of the Applic8 solution transformed Webster's salary management in just 3 months of implementation.

✓ **Increased precision:**

Automated calculations have eliminated human errors in processing contractual variations

✓ **Reduction in payroll processing time:**

Thanks to the automation offered by the Applic8 solution, the time dedicated to payroll processing has significantly decreased

✓ **Unified management of different populations:**

Ability to process all different types of institution employees within the same system with their contractual specificities, eliminating the need for parallel systems or differentiated manual processing

✓ **Strategic visibility:**

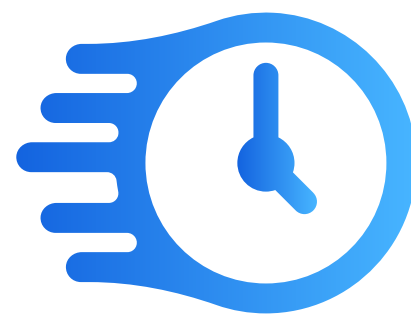
Management now has a precise overview of the payroll by department and employee category

✓ **Guaranteed compliance:**

Automatic updating of Swiss regulatory changes



**IMPROVEMENT IN THE
PRECISION OF CALCULATIONS
AND TIME AVAILABLE FOR
STRATEGIC OPERATIONS**



**IMPLEMENTATION OF
THE SOLUTION IN 3
MONTHS ONLY**

A forward-looking perspective

Since the implementation of the Applic8 solution several years ago, **Webster has significantly simplified its payroll management.** Processes that previously required separate processing and multiple verifications are now integrated into a coherent and certified system. Teams now benefit from notable stability and efficiency in payroll management, even for special cases.

This long-lasting partnership has allowed the institution to navigate several academic cycles with consistent reliability, even during periods of regulatory changes or internal evolutions, while refocusing its resources on its educational mission.

"The Applic8 solution has truly transformed our payroll management by providing us with genuine cutting-edge technology with excellent security for our data. We particularly appreciate the automatic updating of legal data from the always very responsive support team, as well as the ability to integrate additional HR information to enrich our analyses.

The digitalization of documents and the employee portal have created a climate of trust and transparency that is highly valued in our institution. Finally, the reporting power has really impressed us, enabling the production of precise analyses that have considerably improved our decision-making.

Applic8 has proven to be an excellent partner in addressing the complex challenges of payroll management in our international educational environment. "



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