

Blommer China: First Step Towards Comprehensive Online HR Management

Company Profile

Blommer Chocolate Company is the largest cocoa processor and ingredient chocolate supplier in North America. With four strategically located manufacturing facilities in North America and one in Shanghai, China, the company provides comprehensive business solutions for international customers of all sizes in the confectionery, baking and dairy industries.

Blommer China was established in 2016 to provide cocoa and ingredient chocolate to world-renowned chocolate companies and actively explore local business opportunities. Blommer China currently has around 80 employees.

In 2019, Blommer Chocolate Company was acquired by Fuji Oil Holdings, Inc, a global leader in oil and fat ingredients serving the food industry.

The Challenge


With the continuous business expansion in China, Blommer China faced new challenges in human resources and payroll management, especially after being acquired by Fuji Oil as Japanese companies pay particular attention to budgeting. New requirements were raised for the company's compensation design, salary payment and daily management.

Blommer China had, therefore, been actively looking for a more advanced solution to meet management team's expectations for payroll management, and better engage and retain employees, so as to fulfill the company's development strategy.

The Action

After thorough consideration of various factors including brand, system and experience of different payroll and HCM solution providers, Blommer China decided to partner with ADP to work out a complete set of payroll solutions from payroll processing, money movement to social benefits administration. In addition, Blommer China also introduced ADP iHCM 2 solution to better manage various HR modules including CoreHR, performance and learning through a single cloud-based platform, with the aim to streamline the process and truly achieve online human resources management, while improving information transparency across the company and enhancing employee experience.

"ADP is one of the world's largest HR services providers. At the initial negotiation stage, we were impressed by ADP's data processing capability and rich experience in payroll," commented Tina Wu from HR department of Blommer China, "when the cooperation officially started, we also found that ADP's system is more functional and convenient than other traditional systems. For example, employees can submit leave and overtime application, and view their pay slips online via mobile devices."



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Tina Wu

Human Resource, Blommer China



After several months of implementation, ADP successfully launched payroll solutions and CoreHR module of iHCM 2 for Blommer China in March 2020, amidst the outbreak of COVID-19. "We're grateful that our project is not affected by the pandemic. ADP's implementation team had been in close touch with us to confirm on the project status and testing progress, which enabled us to launch the project immediately when we got back to the office," Tina adds, "in general, the ADP team has a great understanding of the important milestones of each stage, which is really important to ensure the project's implementation progress and successful launch."

The Impact

After successful launch of the project, the accuracy of payroll calculation has now improved in Blommer China. In addition, employees can access their pay slips, and submit leave and overtime application through Wechat on their mobile phones, and managers can also digitally approve the application. The whole process can be completed online, without the need to fill paper forms like before. Employee experience has, therefore, been improved as the new process is designed to be more convenient for them."

"Another attractive function that ADP's solution offers is reporting. From financial point of view, not every internal stakeholder knows the details of our payroll process. With the report function, we can produce different kinds of reports based on our own needs and easily share to management team for their use, which enables easy and convenient access to information while improving transparency," said Chris Sun, finance department, Blommer China.

The other two modules of ADP iHCM 2 solution, performance and learning, are expected to be launched in the second half of the year. From manual operation to comprehensive online management of payroll and HR processes, Blommer China has made the important first step together with ADP.