

A New Chapter of Operational Efficiency and Employee Experience

Start the Online Human Capital Management Journey with Payroll

Company Profile

The Hirschvogel Automotive Group, headquartered in Denklingen, is among the world's largest automotive suppliers in the area of steel and aluminum forging and machining. Besides Denklingen, the company has 9 subsidiaries in Germany, Poland, the U.S., Mexico, China and India.

Located in Pinghu Economic Development Zone of Zhejiang Province in China, Hirschvogel Automotive Components (Pinghu) Co., Ltd. (hereinafter referred to as "Hirschvogel China") was established in 2006. The company's sales has grown rapidly from millions in first years to CNY 1.64 billion in 2018, with around 1,000 employees now.

The Challenge

Previously, Hirschvogel China used to calculate payroll manually and distribute paper pay slips to employees on a monthly basis, which involves a lot of manual processes and paperwork, causing inefficiency and also compliance concerns.

The company has been actively looking for a more advanced payroll solution to improve HR operation efficiency, while providing better services and experience to employees. In addition, Hirschvogel China also looks to pave the way for all-round online human capital management by introducing a modern payroll solution as a first step, which can later be easily integrated with future systems including Core HR, time and attendance, etc.

The Action

After thorough consideration of various factors including brand, platform and expertise, Hirschvogel China decided to partner with ADP to work out the new solution. Ms. Xu, HR Director at Hirschvogel China said, "If we choose to deploy an on-premise payroll software, the one-time investment will be very costly, not to mention future issues such as upgrades and integration with other systems. With the cloud-based managed payroll solutions provided by ADP, we can continuously use the latest payroll technology while outsourcing payroll related administrative tasks to ADP. It is a better choice for us in terms of both cost and efficiency."

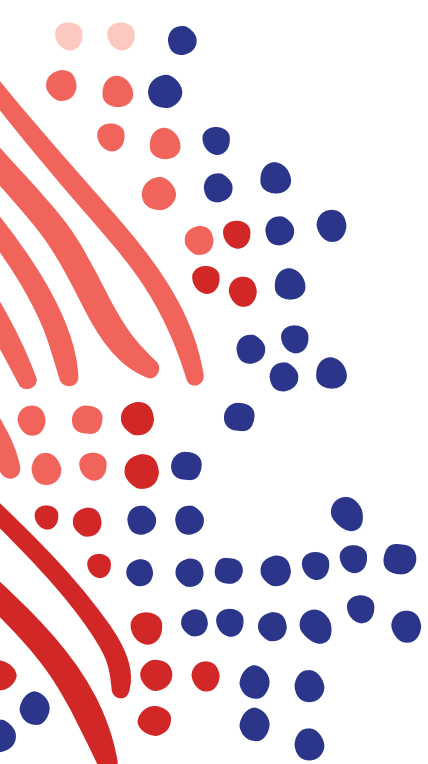
ADP successfully launched the payroll and money movement solutions for Hirschvogel China in July 2019, after months' efforts of project analysis, configuration and validation.



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Compensation Team

Hirschvogel China



"We offer a lot of different subsidies to employees and the payroll calculation rules are quite complicated. During the implementation process, ADP provided us a lot of professional advices, which gave us the chance to reevaluate our calculation logic and solve legacy problems once and for all," mentioned the compensation team at Hirschvogel China, "The overall communication is very smooth. The ADP team responds quickly each time we come up with a request."

The Impact

With the successful launch of the project, most of the manual processes are now automated, which helps reduce the administrative burden of HR department at Hirschvogel China.

Another noticeable project benefit is the improvement of employee satisfaction. Employees can now not only receive their pay timely and accurately, but also access their pay slips anytime anywhere via mobile devices, rather than waiting for the distribution of monthly paper pay slips.

"We've already received some positive feedback although the project has just gone live," commented the compensation team at Hirschvogel China, "Everything is going digital, human resources management is not an exception. We're glad that we've made the very first step working with ADP. We look forward very much to the further benefits that ADP payroll and other online HCM solutions will bring to our operation efficiency and employee experience."