

SMYTHS TOYS



ABOUT SMYTHS TOYS

Smyths Toys is the leading toy store in Ireland, founded in 1987. With over 100+ stores, Smyths Toys is present all across the UK and Ireland, providing children's entertainment products within all categories at the lowest prices.

The company is headquartered in Galway in Western Ireland and has expanded from here to the entire Ireland and UK.

The company employs about 3,500 people and the workforce doubles in the run up to Christmas.



www.smythstoys.com

QUOTES

“ProMark has streamlined our time and attendance process and has contributed to a more effective wages process.”

PATRICIA DONOHUE, HR MANAGER

“By integrating ProMark and SAP SuccessFactors, our store managers can easily schedule their employees to adopt to the demand, thus optimising the use of our resources.”

ROB WILSON, IT MANAGER

ABOUT MARK INFORMATION

Mark Information is an innovative software company offering the Workforce Management solution ProMark from offices in Denmark, Sweden, Norway, United Kingdom and Romania.

ProMark enables customers to optimise productivity and generate savings through scheduling the right resources, at the right time, for the right job and ensures that resources are remunerated correctly in the most effective way.

We service global corporations and have more than 1000 installations and 300,000 users.

STREAMLINED WORKFORCE MANAGEMENT PROCESSES WITH VALUABLE DATA FROM PROMARK AND SAP

THE CHALLENGE

- Too many manual processes related to the wages administration
- Management did not have a full overview of the attendance rate throughout the organisation, due to the many different shop locations
- Need for improving the transparency and effectiveness of time & attendance and absence data
- Need for consistency in all stores with regards to time & attendance and wages processes

PROJECT SCOPE AND SUCCESS CRITERIA

- Reduce time spent on manual, administrative processes
- Improve control of whether legislation and working time rules are respected
- Access to reporting from a central database, containing data from all stores
- Forecasts of hours associated with the roster plans in each store

KEY METHODS AND MODULES

- ProTime for time & attendance functionality
- ProSchedule for employee shift scheduling
- ProPortal for store management
- Employee registration via dormakaba terminals
- Integration to payroll system and SAP SuccessFactors Employee Central via REST APIs
- ProReport for reporting

OUTCOMES

- A more streamlined process for the collection of time and attendance data in all stores with terminals that can be monitored and maintained centrally
- Store managers are able to roster their employees more efficiently with actual absence data from SAP SuccessFactors
- Central management can get a full overview of employee attendance, absence and hours spent across the organisation and per store



PRIMARY RESULTS

- Less time spent on processing payroll data and fewer human errors
- Reduction of administrative costs
- More efficient staff rostering according to company demands, ensuring compliance with legislation and agreements and giving an overview of hours