

## HR Access enhances its Time and Attendance Management offering via a partnership with Holy-Dis

Paris, 19 January 2010 – HR Access, the international Human Resources Management software publisher and Human Resources Outsourcing services provider, has entered into a partnership with Holy-Dis, an expert in optimised activities and Human Resources planning. HR Access is enhancing its Time and Attendance Management (TAM) offering, available as part of its HRa Suite 7 package, with the cutting-edge solutions offered by Holy-Dis.

The complementarity of the two offerings will enable HR Access to offer its clients a comprehensive solution for forecasting, simulating and planning working time, whilst taking account of its customers' individual constraints and legislative, social and economic changes. The package, which is designed for all kinds of businesses, whatever their area of activity, is also available in several languages to meet the requirements of international groups.

Managing working time is one of the major challenges facing today's businesses, which have to be able to make strategic forecasts of their human resources requirements (in terms of skills profiles as well as numbers) to deal with variable volumes of work, whilst maintaining quality of service and profitability targets.

Against a background of constant economic, legislative and social change, planning also requires a high level of expertise and a detailed knowledge of the market and the shifts taking place.

### HR Access and Holy-Dis: a tailored response to business challenges

Forecasting working time involves taking account of several factors: employment legislation, collective agreements, internal regulations, what the business wants, skills, length of service, fairness, employee availability, quality of service targets, the budget available, etc.

The HR Access / Holy-Dis package takes account of all these factors and responds to the various challenges they present:

- ✓ **Legal:** compliance with current legislation and the business's internal regulations.
- ✓ **Social:** more consideration given to employees' individual constraints and skills profiles.
- ✓ **Economic:** reduction in costs related to poor organisation (overstaffing, understaffing, high level of staff turnover, etc.), sub-standard quality of service and lost sales.
- ✓ **Organisational:** management of fluctuating or seasonal activities or those involving a large number of complex, interdependent tasks requiring several staff assignments and meticulous control.

*"Thanks to our expertise in optimising working time and analysing throughput, we are able to meet the challenge businesses face on a day-to-day basis: achieving significant gains in terms of productivity and cost reduction, and making each hour of work more effective. The challenge of planning is making sure the right person is in the right place at the right time," explains Gilles Hababou, Chief Operating Officer of Holy-Dis. "Our new partnership with HR Access gives us the opportunity to work with an influential player on the HR market, with a well-established reputation for its TAM offering, and offer businesses end-to-end management of their HR information chain."*

## Two complementary areas of expertise for optimised time management

With its HRa Suite 7 solution and TAM functionalities, HR Access offers its clients the ability to manage, quantify and evaluate in detail often fluctuating levels of business and take account of their employees' work/life balance considerations.

By joining forces with Holy-Dis, HR Access has gained another powerful calculation engine for forecasting, simulating and planning and as a result can offer its clients a comprehensive TAM package that is integrated into its HR management system, thanks to:

- automated planning that takes account of all the constraints on the business;
- detailed calculations of working hours and the associated payroll costs.

For **Franck Boutboul, Interim General Manager, HR Access EMEA**: *"This partnership illustrates HR Access's determination to join forces with HR specialists to offer ever-more comprehensive, high-performance solutions. Forecasting is an important lever for business optimisation and profitability, so we felt it was essential to be able to offer our clients a solution that was in step with the changes in HR, whilst capitalising on the performance of our basic HRa Suite application in terms of TAM. As a result of the partnership, our clients, both at home and abroad, will have access to a single point of contact for all their TAM issues and additional expertise to support their projects, thus ensuring quality and reliability.*

\*\*\*\*\*

### **About Holy-Dis:**

An established player in Human Resources planning and optimisation (WFM) in highly constrained environments, Holy-Dis designs, produces and implements its solutions in sectors as varied as contact centres, retail, logistics and catering.

As a result of its culture of customer satisfaction and high levels of sector-specific, technological, legal and business expertise, Holy-Dis helps its clients to achieve significant gains in terms of productivity and cost reduction.

Based in Colombes since its creation in 1988 and with a presence in northern Europe through its Belgian subsidiary, Holy-Dis (a French limited liability company with share capital of 501,342 euros) generated turnover of 4.8 million euros in 2008-2009 and currently employs 55 staff. Holy-Dis currently has almost 3,200 user sites in 41 countries around the world, operating in a variety of sectors.

For further information: [www.holydis.com](http://www.holydis.com)

### **A propos de HR Access :**

HR Access is a global company, leader in the HR Services industry. HR Access designs, develops, implements and delivers Payroll and HR solutions and services. To address local and international markets, HR Access has almost 900 employees based in France, Spain, Germany, Belgium, Italy, Luxembourg, Great Britain, Ireland, Switzerland, Morocco and Tunisia – HR Access has more than 600 customers spread over 54 countries on every continent, in all industries, from mid-sized companies to large organizations.

HR expertise, consultancy, applications software, professional services, outsourcing services, regulatory intelligence, and maintenance: result of 35 years of experience, HR Access offers a comprehensive range of solutions and services, combining local expertise and international management.

Today, over 9 million employees throughout the world are managed by HR Access.

HR Access is a registered trademark of HR Access Solutions

### **Press relations:**

#### **Holy-Dis**

Stéphane Chambareau  
France Marketing Manager

Email: [stephane.chambareau@holydis.com](mailto:stephane.chambareau@holydis.com)

 <http://holydis.com/feed>

#### **HR Access**

Agnès Gorcy  
Corporate Communication Manager  
[Agnes.gorcy@hraccess.com](mailto:Agnes.gorcy@hraccess.com)