Transforming HR Operations: 40% Cost Savings and 60% Faster Testing with SOAIS' Intelligent Automation and Worksoft Certify

INTRODUCTION

A leading European aviation company with over 130,000 employees faced challenges in managing its HR operations, including ensuring data privacy, addressing testing limitations, and modernizing systems. To overcome these hurdles, the company partnered with SOAIS, leveraging intelligent automation and Worksoft Certify to transform its HR processes. The result was enhanced efficiency, compliance, and significant operational savings.

Business Challenges

Managing a global workforce comes with complex HR challenges, especially when handling sensitive data like payroll, benefits, and compliance records. Key challenges included:

Data Privacy and Restrictions

HR systems contain confidential employee information, such as salaries and tax data, which are subject to stringent privacy regulations like GDPR. These restrictions made it difficult to access and process data efficiently without risking compliance violations.

Limited Testing Access

Testing HR systems for workflows and updates requires realistic data. However, using production data posed compliance risks and security concerns. The manual replication of test environments was time-consuming and legally constrained, delaying updates and system enhancements.

Workflow and Rule Validation

Without realistic test data, validating critical HR workflows—such as payroll processing and benefits administration—was challenging. Errors in these processes risked payroll inaccuracies, compliance failures, and employee dissatisfaction.

Soais Solution

To address these issues, SOAIS implemented a tailored solution centered on intelligent automation and Worksoft Certify, a powerful tool for automated testing. The solution comprised three key components:

Automated Testing with Worksoft Certify

SOAIS utilized Worksoft Certify to automate testing of HR and payroll workflows, eliminating reliance on sensitive employee data. Automated testing ensured compliance with privacy regulations while validating business rules, payroll calculations, and workflows faster and more accurately.

Data Masking and Virtualization

SOAIS deployed data masking to replace sensitive information with fictionalized data,

retaining its structure for realistic testing. Data virtualization allowed test environments to mimic production conditions without exposing personal data. These techniques enabled secure and compliant testing while maintaining the accuracy of simulations.

Seamless System Integration

The automation solution integrated seamlessly with the company's existing HR systems, ensuring minimal disruption. Testing routines operated in the background, providing detailed reports for IT teams and freeing resources to focus on strategic improvements.

Key Benefits

40% Cost Savings

Automating HR testing reduced operational costs by 40%. Manual tasks were replaced with automated workflows, cutting resource requirements and minimizing errors in compliance and payroll.

60% Faster Testing

Testing cycles accelerated by 60%, thanks to automation and data virtualization. Faster validations allowed the IT team to detect and resolve issues more quickly, ensuring systems remained updated and compliant.

Enhanced Data Security

By replacing sensitive information with simulated datasets, the solution ensured compliance with GDPR and eliminated the risk of data breaches. Testing environments replicated real-world conditions without compromising privacy.

Improved Workflow Accuracy

Automated, repeatable tests provided confidence in the accuracy of workflows such as payroll processing and benefits administration. This reduced payroll errors, compliance risks, and employee dissatisfaction while boosting operational efficiency.

CONCLUSION

With SOAIS and Worksoft Certify, the aviation leader modernized its HR testing processes, achieving 40% cost savings and a 60% increase in testing speed. By addressing data privacy concerns and automating complex workflows, the company enhanced operational efficiency and ensured system reliability.

This transformation not only provided immediate benefits but also positioned the company for future growth, enabling it to adapt to evolving HR needs and regulatory changes. SOAIS demonstrated the power of intelligent automation to drive business success, setting a new benchmark for HR innovation in the aviation industry.