



## eTemptation UX, A REVOLUTION FOR THE HR DEPARTMENT OF CAMUS LA GRANDE MARQUE

Founded in 1863 and headed by Cyril Camus, representing the 5th generation, the Cognac House CAMUS has always ensured its independence, preserving the family-owned character and autonomy of the company. With a workforce of 250 employees, the company has several sites in France and internationally. During the pandemic, it opted for the latest cloud version of **eTemptation UX**.

Interview with M<sup>rs</sup> Sarah  
Giraudeau, Payroll Manager

### ADAPTING TO A NEW ENVIRONMENT

Camus La Grande Marque has been using the eTemptation time management solution for many years. It was during the 2021 pandemic that it was decided to upgrade to the latest eTemptation UX cloud version. The initial challenge was to simplify time and badge management. *"We are in an annualization system with management in high and low weeks. Schedules can fluctuate from week to week, so we needed a solution to track overtime for the year and simplify the time management of our employees"* explains Sarah Giraudeau.

### SIMPLE IMPLEMENTATION AND RAPID ADOPTION BY ALL

After a successful deployment, the eTemptation UX solution was easily adopted by employees. Camus uses the time management, planning, and collaborative self-service modules. An interface has been set up with Cegid payroll. In addition to virtual badging, which is very useful for remote work, employees with fixed production schedules

badge on-site and have access to their employee space on their line supervisor's workstation. *"After a short training course, they log in to request leave, request badge corrections, and validate badges. Everyone knows how to use the solution, which has been very well received."* Supervisors and flexible mobility employees can telework 3 days a week. In this case, they badge directly from home via their employee space: *"this has been very useful for us during the recent lockdowns. They have the same feeling as the production workers, they learned to use this tool very quickly"*. Executives submit their monthly attendance reports and absence requests on the self-service portal, they are autonomous.

***"We have easily saved 3 to 4 days per month."***

In their digital work space, managers validate the absences and leaves of their teams. They also have access to their individual and collective schedules, their leave balances, and overtime balances. *"Before, these validations were carried out by the HR department in paper form. Today, each*

#### The issues

- Simplify time management
- Better manage telework
- Decentralize time management to managers

#### The chosen solution

- The **eTemptation UX** cloud time management solution

#### The benefits

- Time saver for the HR department : 3 to 4 days saved per month
- A social gain
- Managerial comfort, empowerment, and autonomy for managers
- Employee trust, transparency, and data reliability, compliance with labor law
- Ease of use, ergonomics, and excellent employee reception



*manager has a real managerial control over their teams, with a view of absences and sick leaves."*

### ON THE HR SIDE, 3 TO 4 DAYS SAVED PER MONTH

For the HR department, it's a revolution : "Before Self-Service, all requests were in paper form. Once a month, I managed the attendance sheets, manually entered leaves, and checked for anomalies. Today, I can do in 30 minutes what used to take me 3 or 4 days a month ! For example, in the Direct Production department, a single supervisor corrects monthly anomalies. At the end of the month, I generate the monthly attendance reports, verify them, and make my transfer thanks to the interface with Cegid payroll. We also generate reports created by Horoquartz : variances, absenteeism statistics, telework monitoring" explains Sarah Giraudeau.

### HR PRODUCTIVITY GAIN

"At Camus, everything was managed by the HR department, today managers are now empowered and more involved in managing their teams. Employees trust the system; it's ergonomic and transparent. The solution has been well received. We are measuring HR productivity gains and for my part, eTemptation has changed the way I work. The time saved allows me to devote my working time to more essential areas."

"Socially, eTemptation UX has improved management. The manager-employee relationship has always been good, but the solution allows for better communication. Managers are better able to measure the workload of their teams. The HR department's view has evolved. Managers did not

realize the burden that time management placed on HR. Employees have also become aware of the HR department's in-depth work on managing working hours."

"I highly recommend this version of eTemptation UX and the collaborative self-service. Before embarking on such a project, it is important to be well prepared, to know your time management well, to know what you expect from the software and how the system works upstream. I also recommend subscribe to a maintenance contract, as the hotline is a valuable aid in the continuous improvement of the solution. Once in place, it is formidable. The solution is easy to use, we trust the data, there are fewer errors, it's reliable. I can't do without this tool anymore" concludes Sarah Giraudeau.

### ABOUT HOROQUARTZ >

Founded in 1971, Horoquartz today has two areas of expertise :

- **Human resources optimization solutions with the eTemptation software suite**, which offers modules for schedule management, time management, activity tracking and decision-making.
- **Security and safety systems with ProtecSys 2 Suite** (access control, intrusion detection, supervision, video surveillance, visitor management, autonomous locks).