



Panera Bread reduces payroll cycle time with Workday.

Before Workday, Panera Bread's payroll processes were manual, inefficient, and error-prone, and payroll nightmares and compliance risks were a regular occurrence. Complex systems and costly integrations made it impossible to keep up with its rapid growth or gain valuable insights into global labor expenses.

See the infographic to learn why unifying HR, payroll, time, and absence in a single system allows Panera to use one consistent, flexible, and scalable system across the U.S. and Canada.



CUSTOMER



BACKGROUND

Industry

Retail and Hospitality

Information

- 47,000 employees
- Operates in the United States and Canada
- US\$900 million annual payroll expense
- 42 states and more than 1,000 local tax jurisdictions

CHALLENGES

- Paper-driven process and manual data entry resulted in general-ledger errors, inaccurate data, and compliance risks.
- Outdated systems were disconnected, complex, costly, and unable to keep up with rapid company growth.
- Lack of visibility into detailed labor expenses and poor communication hindered good decision-making.
- Inflexible systems made it difficult to adopt changing compliance requirements.

RESULTS

Created **1 core record**

for each employee, helping to tie benefits, payroll, absence, and time tracking to core HCM.



Implemented consistent processes and reporting across more than **900** bakery-cafes across the United States and Canada.



Reduced payroll processing time from **48 hours** → **1.5 hours.**



Cut payroll cycle time from **4 days** to **1.5 days.**

Savings of **US\$1.6 million annually**

from the collection of benefit arrears, better time management, and more-accurately managed overtime and absence.





The Evolution of Payroll

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Workday's Laurent Botella discusses the benefits of unifying payroll, finance, and HCM

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Product Preview: Payroll


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