

UK Apparel and Lifestyle Company END. Frees Its Data with BambooHR

See how END. centralizes their data, simplify reporting and performance management, and unlock invaluable insights using BambooHR



END.

About END.

Industry: Retail and Consumer Products

Company size: 1,000+ employees

Coverage: UK

Features applied: Reporting and analytics, employee records, electronic signatures

Over the last 15 years, END. has evolved into a technology-led retailer that provides luxury and contemporary apparel, homeware, and exclusive sneaker drops to a global audience.

Challenges



An Ill-Fitting HR System

END. found their previous HR module to be too complex for their needs and were looking for a cleaner, simpler HR system.



Need for a Scalable Solution

Since END. was planning to expand its workforce with added headcount, they needed a system that would scale with them.



Lack of Data to Make Informed Decisions

Prior to implementing BambooHR, END. was having a hard time gleaning insights from their overly complex HR system. Wanting to make smarter, data-driven decisions, they knew they needed a repository of data to pull from cleanly and easily.

Solution

After moving away from their previous HR software, END. chose BambooHR for their new HR system because of the look and feel, communications enablement, and ability to send, receive, and sign paperwork.

Initially, END. was planning to roll out BambooHR one department at a time, but as COVID-19 hit, END.'s plans swiftly changed. When the UK shut down in March 2020, END. needed a way to communicate with employees company-wide, so BambooHR went live for all departments overnight.

Implementing BambooHR helped END. communicate employment updates to employees. Using BambooHR to receive contract changes and send back signed documents simplified the process. **"Having BambooHR made it a lot easier,"** says Kirsty McDaid, END.'s People Systems and Analytics Lead. **"Otherwise, we would have been doing mass mailers, and it would have been a nightmare."**



Results

Better Data Visibility and Reporting

Before BambooHR, END. had limited access to a minimal amount of data. Six weeks after implementation began, BambooHR was live for END., arming them with visibility into their own data for the first time. END. was finally able to start collecting data and running standard and custom reports with ease, leading to smarter, data-backed decisions.

More Time Saved with Employee and Manager Self-Service

“Employees suddenly had visibility to HR data, and managers had access to relevant employee information such as emergency contacts,” says Kirsty. Employees didn’t have to call on the People Team for every request, saving everyone time.

Simplified, Efficient Performance Reviews

BambooHR also helped END. streamline their annual review process by turning hour-and-a-half meetings into simple online forms. They completed an impressive 75 percent of reviews company-wide this way, a quarter more than in previous years.

25%

increase in annual review completion

Six-week

timeline from implementation to going live

Overnight

BambooHR was turned on without complications



“BambooHR completely revolutionized everything we’re doing. We had a proper central storage space for HR data and a reporting suite, which helped with all our daily tasks.”

KIRSTY MCDAID, PEOPLE SYSTEMS AND ANALYTICS LEAD AT END.

Try BambooHR for yourself with a free trial

Try it now