# BambooHR®

# Managing a Globally Distributed Workforce Through Enhanced HRIS

Probi improves their employee experience and standardizes their HR processes by using BambooHR® Payroll, Performance Management, and Time Tracking.

## probi

### About Probi

**Industry:** Biotech

**Company size:** 151–250 employees

**Coverage:** Sweden (HQ), United States, and Singapore

**Features applied:** Payroll, Time Tracking, and Performance Management

Founded in 1991, Probi® is a global company focused on researching, manufacturing, and delivering probiotics for supplements and functional food. They are experts at managing stable, live bacteria from research and development through every stage of the manufacturing process.

## Challenges

**No HRIS Software**
Before adopting BambooHR, Probi didn't have a human resources information system (HRIS) and relied on spreadsheets and payroll software to store their employee data. Their dispersed data system was hindering them from properly tracking time, PTO, and headcount.

**Strict GDPR Compliance Requirements**
Headquartered in Sweden, Probi needed to follow strict compliance requirements under the General Data Protection Regulation (GDPR) requirements, which ruled out many HR software providers.

**Old-Fashioned, Unreliable Time System**
Probi is a biotech manufacturer that employs workers who clock in and out each shift. But the company was using an antiquated clock-in-and-out system that was inefficiently tracking employee hours.

**Uneven Performance Reviews**
As Probi lacked a formalized performance management process, not all managers chose to give reviews. This made processes like compensation discussions difficult to conduct in a fair and equitable manner.

## Solution

Basudha Bhattarai-Johansson was hired as VP of HR and Sustainability at Probi in 2020. Her first goal was to find an HRIS that could help her run the HR department. **"Adopting an HRIS was one of the critical elements I knew I needed to be successful,"** shares Badudha.

Of the over forty HR solutions she evaluated, she chose BambooHR because **"of all the systems I looked at, BambooHR made it easy to track time and pay our hourly workers in the US and do everything we needed at our HQ in Sweden. Adding Time Tracking and Performance Management to BambooHR gives us one integrated system"** says Basudha.

BambooHR was an easy, complete solution for Basudha. **"BambooHR just fit every need we had. It's an agile, cloud-based solution that fits with GDPR data privacy regulations, and the setup was easy."**

## *Results*

### Fast, Simple Implementation

BambooHR went live at Probi in just four weeks! And with Time Tracking and Payroll live in the U.S. and Performance Management in place company-wide, Basudha was ready to hit the ground running.

### Improved Performance Management

BambooHR enabled Probi to deploy a global process with standardized questions and timelines that **"enabled us to adopt a global process and give our employees clarity in terms of what is expected out of their performance reviews,"** says Basudha.

### More Accurate Payroll

Hourly Probi workers found time tracking to be a valuable and positive tool, as evidenced by their 100% employee participation. Employees could more easily and accurately track time, meaning they could feel more confident their paycheck was accurate.

## 75%

time savings in payroll processing after changing to BambooHR

## 300%

increase in job post viewing

## 40 hours

hours saved every month



"BambooHR changed the way HR delivers value to the business. We can now collaborate with other departments and be secure in metrics like headcount, pay rate, and PTO accrual."

**BASUDHA BHATTARAI-JOHANSSON, VP OF HR AND SUSTAINABILITY AT PROBI**

**See how BambooHR can set *you* free to do great work with a free demo.**

**Try it now**