



## Katja Sigrist

Head of HR



**INDUSTRY |** Technology



**LOCATION |** Zürich, Switzerland



**NUMBER OF EMPLOYEES |** 101-350



**SOLUTIONS |** People Data & Analytics, Mobile App,  
Onboarding & Offboarding, Electronic Signatures,  
Paid Time Off (PTO)

### The Results

Since implementing BambooHR, Katja and her team save considerable time as they no longer have to manually compile data for reports or physically pull employee information for managers. They can run reports automatically in BambooHR, these reports contain the latest available data, and all employee data is digitized.

With clear, customizable onboarding and offboarding processes, Katja and her team are better able to focus on their goal to serve as coaches, support every employee from the recruiting stage to offboarding, and stay in touch even after an employee has left. This creates a positive employee experience and builds a wide hiring network—it's even made it possible for them to rehire certain employees who had previously left.

The user-friendly interface and simplicity of BambooHR helped everyone—employees, HR, and executives—get the hang of it from day one.

### The Challenge

When Katja Sigrist, head of HR, started at Comparis Group, everything was in paper files. “The only thing [that] existed was the salary database in the finance team,” she recalls, “That’s it.” There was no real way to generate reports, other than to gather the information manually. Other processes were also paper-based and time consuming. “For all the absences, for vacation requests, there were paper forms [employees] filled in and had to sign several times. This was the stone age!” Katja laughs.



*“It’s not only [that] I love working with the tool—I love working with people, and I feel that the ‘happy Bamboo-ing’ spirit transfers to our daily life and daily tasks.”*

*Katja Sigrist*

Another unique challenge is that Switzerland has an employee-friendly market, which makes it easy to switch jobs, and young employees, according to Katja, tend to do so every two years. As a result, Comparis Group has a high turnover rate, meaning Katja and her team manage a lot of personnel changes. They had been using a German ATS tool for recruiting, but they didn’t have adequate support for their onboarding and offboarding processes—not to mention Comparis Group is actually a group of companies, with different onboarding and offboarding processes for each.

## The Solution

While many companies in Switzerland don’t have digital HR processes, Katja is a veteran HR professional with more than 15 years experience in Germany and Switzerland. Having worked with HRIS tools in the past, she knew such a tool would help her team be more efficient and organized while also giving managers and employees more control, which is exactly what’s happened since she brought on BambooHR.

**CUSTOMIZABLE ONBOARDING AND OFFBOARDING PROCESSES:** “It has an impact on the onboarding quality... Because you have the checklists [and] tasks, every department knows what to do when someone new joins the company...

We are a group of companies, actually, so we have different onboarding and offboarding processes for these companies. Now, we can track and also implement changes to these processes...I think the high turnover would not be manageable from an HR perspective without Bamboo[HR].”

**AUTOMATED, SHAREABLE REPORTS:** “Reporting is much easier because, [before,] I had to collect every data point manually...[And] in our management team, we share all reports for the whole management team, so every team member has access to all the data from [their] own team.”

**EASY IMPLEMENTATION:** “Compared to other tools I’ve worked [with or] implemented before, it was quicker and also more guided and more on the self-service side...for me, it was easier to implement.”

**ACCESSIBILITY AND FLEXIBILITY:** “Sometimes I have to work from another office or [while travelling] and then it’s really good to have access to everything. This is a huge benefit for us...Also, the flexibility in the access levels, that you can create a different access level for every use case—this is really great.”

**RESPONSIVE CUSTOMER SUPPORT:** “[BambooHR] support is very responsive, and we often have the response on the next day when we send...a request, so it’s really easy to work with [them].”

**FRIENDLY, GENUINE PRODUCT:** “All [the] communication and marketing around the tool is different from the other tools I know. You have the feeling that you can touch the product, or you know what you get. There [is] no small print...or hidden costs. You know what you get, and this is a great experience.”