

## Empowering People to Do Their Best Work

Thermo Fisher Scientific Supports Colleagues Working on Critical Programs and Delivers a Great Experience with Workday

### Challenges

Thermo Fisher provides critical products and services to its customers. Meeting demand requires a positive, streamlined employee experience, which involves keeping employees updated about new benefits and policies and ensuring that HR processes are smooth and efficient.

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Workday contributes to a great employee experience and helps us enable our customers to make the world healthier, cleaner, and safer.

**Michael Torti**

Process Excellence Consultant, Human Resources  
Productivity and Operations

### Why Workday

#### Mustering All Resources While Ensuring Productivity

Thermo Fisher is dedicated to delivering the best possible employee experience. Workday Time Tracking helps make this possible. At a time when the company's research and solutions are most critical, our software helps workers be focused and productive. Workers check in and out easily and quickly on the Workday mobile app instead of waiting for a shared desktop computer. “Workday Time Tracking helps us keep things moving smoothly,” says Michael Torti, process excellence consultant, Human Resources Productivity and Operations at Thermo Fisher. The company also uses the application more broadly to help employees stay up to date regarding new benefits and policies. Workday is the human capital management system in nearly all Thermo Fisher locations in more than 50 countries.



**Thermo Fisher**  
SCIENTIFIC

#### Overview

- Produces COVID-19 test kits and researches a coronavirus vaccine
- Employs 80,000 people worldwide
- World leader in serving science

#### Benefits

Thermo Fisher achieved a higher level of agility and efficiency with Workday, as the company's pandemic response illustrates. The company produces COVID-19 test kits and performs vaccine research. Thermo Fisher's fast action to aid research, diagnostic, and treatment efforts around the globe exemplifies its commitment as a world leader in serving science. Workday supports Thermo Fisher's pace and productivity by enhancing the employee experience. Workday helps the company:

- Quickly roll out new benefits and policies
- Expedite employees' check-in and check-out experiences
- Simplify managers' timecard approval steps
- Smoothly manage policy updates

#### Workday Applications

- Time Tracking
- Human Capital Management
- Benefits
- Talent
- Compensation
- Absence Management
- Prism Analytics

## Results

### Realizing Strategic Changes on the Fly

Workday helps Thermo Fisher deploy enterprise-wide changes. For example, when the company launched new policies and benefits to support employees during the pandemic, it was important to share this information quickly. Torti says, “In record time, we rolled out critical, new emergency time-off benefits and policy updates, using Workday.”

### An Environment Where New Colleagues Can Thrive

Workday contributes to a positive onboarding experience for new Thermo Fisher colleagues. It helps managers ensure that their new team members have a seamless start at the company without any delays in their pay and time tracking.

Managers use Workday Time Tracking to review and approve timecards in bulk once they receive an automatic deadline notification, reducing the time this task takes. “Mass timecard submissions and approvals save time and allow our managers to focus on their most important and valuable work,” says Torti.

### Productive Mobility for Everybody

Thermo Fisher first deployed the Workday mobile time-tracking app in Taiwan, where employees adopted it quickly. In the newest version, workers use a tab to check in and out without having to spend time searching for the function. “Everybody who uses mobile Workday Time Tracking praises it,” Torti says. The company recently rolled out the app with geofencing to select U.S. sites. He adds, “We’ve seen high adoption once colleagues learn about the Workday mobile app for checking in and out.”

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