



Kia propels forward: Elevating HR efficiency with ADP's powerful new payroll solution

Revamping HR infrastructure with ADP Lyric HCM

Kia, a luminary in Australia's automotive scene and a company with origins tracing back to bicycle manufacturing in 1944, has consistently paved the way in facilitating movement. With a legacy spanning over seven decades, Kia emerged as Australia's third-ranking automobile distributor in 2022. The company is on a transformative journey, redefining itself from a conventional car manufacturer to a pioneer in mobility solutions, driven by an unwavering commitment to design, innovation and performance.

With a workforce now exceeding 135 individuals nationwide, Robert Grubba, the respected General Manager of Human Resources at Kia for nearly a decade, recognised a need. He saw the importance of implementing a more sophisticated and automated payroll system. His dedication to improving HR processes and ensuring employee satisfaction drove Kia's decision to partner with ADP.

After engaging with numerous payroll service providers, Kia partnered with ADP, embarking on an initiative to deploy a state-of-the-art Human Capital Management (HCM) solution. This collaboration marked a series of firsts for Kia, including the streamlining of HR processes and enhanced reporting and analytics, signifying a monumental leap towards a unified HR ecosystem.

Transitioning towards a unified ecosystem

Kia's HR infrastructure was predominantly focused on payroll management without a cohesive link to other HR functionalities, posing a significant security vulnerability. Following an exhaustive evaluation, Kia opted for Lyric Payroll, a next-generation solution. This solution, renowned for its scalability, adaptability to intricate roles and processes, and capability to trailblaze HR workflows, played a pivotal role in transforming Kia's HR practices.

Robert Grubba

General Manager of Human Resources

Quick facts

-  **Company:** Kia Group
-  **Headquarters:** New South Wales, Australia
-  **Industry:** Automobile retail
-  **Employees:** 135
-  **Product:** ADP® Next Generation Payroll

Learn more about Kia Group at worldwide.kia.com



Pioneering innovations with ADP in Australia

Kia proudly became an early adopter of this leading-edge solution in Australia, volunteering as a 'pilot site'. This venture was characterised by a synergistic partnership with ADP, aimed at refining and tailoring the system to meet Kia's unique needs. This involved working alongside the ADP team to help refine and customise the solution, which resulted in a more efficient and automated process.

"We were aiming for enhanced integration and modifications to our payroll operations. Our employees always take precedence," stated Grubba. "Although we didn't face any issues regarding employee satisfaction with payroll, we acknowledged the complexity of our existing procedures and the extensive time dedicated to manual tasks."

Kia's strategy was built on three pillars:

- Upholding the confidentiality of payroll data within a cloud framework
- Tailoring and advancing the solution
- Streamlining payroll tasks through automation

The move towards automation was crucial in alleviating the burden of manual, labor-intensive backend processes.

Robert spearheaded the implementation and rollout, collaborating closely with the ADP team, who provided a well-planned and managed implementation to ensure compliance, improve processing and eliminate inefficiencies and discrepancies. This partnership was instrumental in establishing explicit objectives and milestones, ensuring a smooth transition.

Robert elaborated, "The transition to ADP has been seamless, with the system proving to be foolproof and error-free. Not only has Lyric Payroll heightened the efficiency of payroll processing, but it has also reassured us of the security and compliance of our HR workflows."

Achievements: Enhanced security, accelerated processes and simplified operations

- **Security enhancement:** Transitioning to a cloud-based framework significantly fortified the protection of Kia's sensitive payroll data.
- **Process automation:** Automating diverse HR functions, such as onboarding and statutory compliance reporting, cut payroll processing durations by approximately 50%.
- **Seamless integration:** The amalgamation of payroll and HR systems provided Kia with a comprehensive platform for workforce management.
- **Smooth implementation:** The payroll system's deployment proceeded flawlessly without complications. Kia is poised to expand its evolving HR functionalities into new domains, including contract employment.

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Anyone in Australia who knows about HR and payroll solutions knows about ADP. When you think of payroll in Australia, you think ADP. It's a well-known global brand that gives you the reassurance of the necessary support we would need.”

—Robert Grubba

General Manager of Human Resources



- **Reduction in manual work:** Automation has liberated Kia considerable time and resources.
- **Real-time data and analytics:** Accessing real-time reports and analytics has empowered Kia's team to allocate more time toward strategic planning and decision-making.

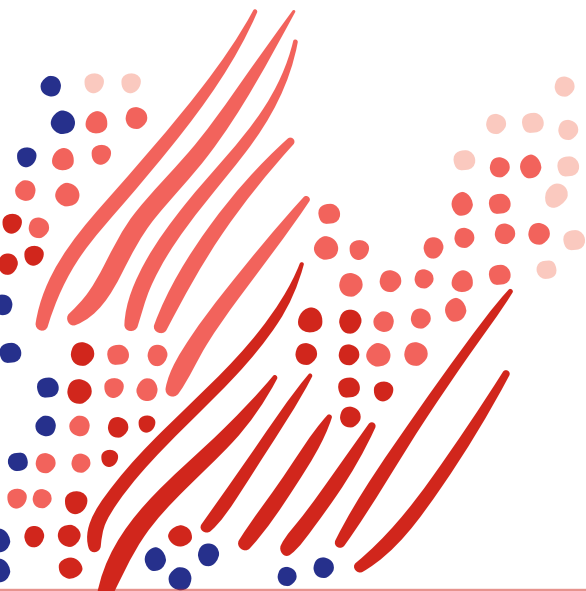
Looking forward: A commitment to continuous improvement

ADP's cutting-edge HCM solution, featuring its next-generation payroll engine, signifies a pivotal advancement in Kia's quest to refine HR practices and boost operational effectiveness.

Robert is determined to fully automate all HR processes, encompassing onboarding, contract drafting, organisational chart development, performance evaluation, statutory compliance reporting, and training initiatives.

By leveraging ADP's sophisticated capabilities, Kia aims to realise heightened efficiency and cost reductions across the organisation.

With ADP's support, Kia is strategically positioned to refine its HR operations and maintain its leadership as an innovator in the competitive automotive industry.



The transition to ADP has been seamless, with the system proving foolproof and error-free. Not only has Lyric Payroll improved the efficiency of payroll processing, but it has also provided Kia with the confidence that our HR processes are secure and compliant."

—Robert Grubba

General Manager of Human Resources