# sarens

Sarens Netherlands is part of the absolute world elite in crane rental and heavy lifting. Their operations run on precision, safety, and specialised teams working across dynamic projects. Behind those impressive machines lies another kind of complexity: an HR environment where working hours, mobility, and exceptional scenarios constantly shift.

That's exactly where their previous HR automation process ran into trouble. The payroll department spent too much time on manual checks, exceptions, and corrections. Sarens needed a partner who not only understands this complexity, but can also automate it reliably.

# Sarens Netherlands
## chooses reliable
## HR calculation with VIRO

## Digital certainty in a world full of variables

Sarens Netherlands operates in a sector where every site, every project, and every crew is different. The combination of flexible working hours, diverse mobility rules, and technical roles creates an exceptionally complex HR landscape. Month after month, the payroll department had to translate that constantly shifting reality into accurate wage calculations.

Previously, Sarens tried to automate this complexity using an international HR vendor. For two years, they worked on configurations, calculation rules, and test cycles. But the crucial milestones—especially achieving the required HR logic—were never fully reached. Payroll remained largely manual, error-prone, and burdensome for the HR team.

Confidence in a consistent digital solution had become fragile. Sarens needed a partner with experience in complex HR environments, supported by a robust technical foundation. If you want, I can tune the tone to be more corporate, more storytelling-driven, or more concise—depending on where it will be published.

## Why GO-VIRTUAL and VIRO?

Sarens found in GO-VIRTUAL a partner who didn't minimise their challenge, but understood it precisely. Previous projects in sectors with complex work regimes, industrial operations, logistics environments and variable mobility agreements made it clear that VIRO is built for rule-based logic that evolves continuously.

One important difference lay in how rules are managed. While other systems often rely on hard-coded logic, VIRO uses a fully configurable framework. This means calculation rules can be adjusted, expanded or refined without development work or code changes. For Sarens, that was essential: their operational reality changes frequently, and every adjustment needs to be implemented quickly.

## A three-month trajectory: clear, controlled and predictable

### Analysis and rule design
The project began with an in-depth analysis of all HR calculation rules. Together with the Dutch HR team, working-time rules, mobility structures, allowances and exceptional scenarios were fully mapped. Everything was validated and refined where necessary.

### Scope and planning
From the very start, GO-VIRTUAL defined a sharp scope. Budget, timelines and acceptance criteria were clearly laid out in the first weeks, giving Sarens the certainty of a feasible and predictable project.

### Configuration of the logic
Next, the complete payroll logic was configured using VIRO's standard functionalities. The system wasn't customised or rebuilt; it was activated using parametrised modules. This approach made the project efficient, transparent and audit-proof.

### Data flow between SOLUTIO and VIRO
Sarens uses SOLUTIO for time and mobility registrations. These records pass through an approval flow in SOLUTIO before being processed automatically in VIRO—without any manual intervention. The strength of the solution lies in its simplicity: one consistent data chain, one interpretation, one single source of truth.

### Qualification phase
The final phase included test scenarios, parallel runs and validation together with payroll. Only when all calculations matched Sarens' expectations 100% did the system go live.

From analysis to go-live, the entire trajectory took three months.

*"The greatest gain? Peace of mind. Once VIRO calculates all complex rules correctly, the pressure of manual checks disappears. Payroll closing is finally predictable and reliable."*

HR Team Sarens Netherlands

## The solution now running at Sarens

Sarens now works with:

- VIRO as the central engine for wage and hour calculations, including mobility.
- SOLUTIO as the source of accurate, validated registrations.
- A flexible rule set that can be adapted without any development intervention.

Together, these components form a stable and reliable ecosystem in which HR processes run consistently and transparently.

## The impact Sarens felt immediately

After go-live, Sarens noticed clear improvements:

- Payroll closing became faster and far more relaxed.
- The accuracy of calculations increased significantly, reducing workload and stress within HR.
- All calculations follow exactly the same rules.
- The entire chain—from registration to wage calculation—is uniform and fully auditable.
- Sarens was able to transition to a fully production-ready HR engine in just three months.

What once depended on manual interpretation is now automated through a clear, parametrised logic.

## Lessons for organisations with similar complexity

The Sarens project shows how organisations with changing work regimes, mobility structures or exceptional scenarios can benefit greatly from:

### Configuration over custom development
Rule sets that can be adjusted quickly without code shorten change cycles and reduce risk.

### A clean and consistent data flow
VIRO eliminates the need for reconciliation and speeds up both invoicing and payroll.

### Collaboration with key users
The domain knowledge of internal experts accelerates adoption and increases reliability.

## In one line

GO-VIRTUAL proved with Sarens Netherlands that even highly complex HR calculations can be moved into production quickly, safely and reproducibly—thanks to parametrised logic, a clean data chain and close collaboration between teams.

## A focused trajectory that brought clarity, structure and reliability

The collaboration between Sarens Netherlands and GO-VIRTUAL was driven by a clear and efficient way of working. In short iterations, the HR rules were developed step by step, enabling fast decision-making and precise refinement of the logic. The project delivered more than digital automation; it also helped Sarens redefine internal agreements. Many rules had grown historically, and by analysing them together, a consistent and future-proof set emerged.

Transparency in the data flow made a noticeable difference. Where multiple Excel files and parallel interpretations once coexisted, there is now a single unified chain from registration to calculation. This increases reliability, speeds up checks and makes deviations visible much faster.

The integration between SOLUTIO and VIRO further strengthened daily operations. Registrations are first validated operationally in SOLUTIO and then processed automatically in VIRO. For Sarens, this feels like one fully integrated system, without any manual intervention.

Finally, the project was delivered exactly as planned. The clear definition of phases and expectations created calm and predictability—crucial in an environment where deadlines and precision are essential.

The entire implementation, from analysis to go-live, was production-ready in just three months, despite the complex work regimes and mobility rules.