



GENIALCLOUD TEM + TIME

Workforce Operations Automation — Travel, Expenses & Attendance in One Integrated Framework

WHITE PAPER · EDITION 2026

How Genialcloud TEM + Time Transforms Workforce Operations: From Manual Processes and Spreadsheets to Governed, Integrated, and Audit-Ready Automation

For Modern C-Level Leaders · IT Directors · HR & Finance Decision-Makers

2026 | For CFO, COO, CHRO, IT Director and Finance Leaders

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Executive Summary

Every organisation that employs people faces the same operational overhead: tracking who is present and who is absent, managing travel requests and approvals, capturing and reimbursing employee expenses, and producing the governance records that finance, HR and compliance teams need. These are not exotic problems. They are daily operational realities, and in most mid-market organisations, they are managed through a mixture of spreadsheets, email chains, paper receipts and manual reconciliation that consumes significant management time, creates systematic errors and generates audit risk that is entirely avoidable.

Genialcloud TEM + Time is Avantune's integrated workforce operations framework. Two complementary cloud applications, Genialcloud TEM for travel and expense management, and Genialcloud TIME for presence and absence tracking, address the full spectrum of day-to-day workforce operations below the payroll line. Together, they automate the processes that every organisation runs manually: travel approval workflows, expense capture and reimbursement, clock-in and clock-out, leave request management, timesheet validation and the data feeds that connect workforce activity to finance, HR and payroll systems.

The platform is deliberately positioned outside payroll. It does not calculate salaries or manage payroll runs. What it does is produce the validated, governed, audit-ready workforce data that payroll systems need, and connect that data via standard API integrations to any ERP, HRIS or payroll platform the organisation already uses. This makes Genialcloud TEM + Time a horizontal solution: applicable across industries, compatible with existing enterprise infrastructure, and deployable without replacing current systems.

<p>€4.5B+</p> <p>T&E Market 2025 Growing at 17.6% CAGR</p>	<p>€4.0B+</p> <p>T&A Market 2025 Growing at 8.2% CAGR</p>	<p>-80%</p> <p>Expense Process Time Days → Hours</p>	<p>€260K+</p> <p>Avg Annual ROI Payback 6–10 months</p>
<p>100%</p> <p>Browser-Native No installation required</p>	<p>Any ERP</p> <p>Integration Ready SAP · Oracle · Workday · Custom</p>	<p>Mobile</p> <p>First Design iOS · Android · Offline mode</p>	<p>Audit</p> <p>Ready by Default Every action logged & attributed</p>

What This Document Covers

This white paper examines the workforce operations challenge that Genialcloud TEM + Time is built to solve, explores each application's capabilities in depth, addresses integration architecture across ERP, HRIS and payroll ecosystems, presents ROI models and client outcomes, and explains why the choice of implementation partner is as important as the choice of platform.

Whether you are a CFO seeking to reduce expense processing costs and improve policy compliance, a COO managing a distributed workforce across office and remote locations, an IT Director evaluating a platform that must integrate cleanly

with existing enterprise systems, or an HR leader who needs accurate attendance data without building a new payroll infrastructure, this document is written for you.

Table of Contents

Executive Summary.....	2
Table of Contents.....	4
1. The Workforce Operations Problem.....	5
2. Introducing Genialcloud TEM + Time.....	7
3. Genialcloud TEM — Travel & Expense Management.....	9
4. Genialcloud TIME — Workforce Presence Management.....	11
5. The Mobile Experience.....	13
6. Integration Architecture.....	15
7. Policy Governance & Compliance.....	18
8. Analytics, Reporting & Workforce Intelligence.....	20
9. Genialcloud TEM + Time Across Industries.....	22
10. Client Success Stories.....	24
11. ROI & Business Impact.....	26
12. Why Avantune.....	28
13. The Genialcloud Platform.....	30
Getting Started with Genialcloud TEM + Time.....	32

1. The Workforce Operations Problem

Why Spreadsheets, Email Chains and Paper Receipts Are Not a Strategy

◆ C-LEVEL ◆ FINANCE ● HR

Every finance leader knows the number: the average expense report takes between 20 and 30 minutes to create and between 15 and 20 minutes to process. For an organisation of 400 employees where 30% travel regularly, that translates into thousands of hours per year in administrative overhead, before accounting for the error correction cycles, the policy exception reviews, the lost receipt inquiries and the month-end reconciliation burden that paper-based expense management generates.

Time and attendance compounds the problem. Manual timesheets require collection, verification and approval before they can feed payroll. Leave requests managed by email have no audit trail. Overtime calculations depend on data that is imprecisely captured. Managers have no real-time visibility into who is present, who is remote, and whether the team's schedule is aligned with the workload. HR departments spend hours each month chasing data that should arrive automatically.

Three Structural Failure Modes

The Visibility Problem	Without a governed system, workforce operations data lives in email inboxes, individual spreadsheets and filing cabinets. Finance cannot see travel commitments before they become expense reports. HR cannot see attendance patterns in real time. Management cannot monitor policy compliance as it happens. The data that should drive decisions arrives late, incomplete and manually reconciled.
The Compliance Problem	Expense policies that exist as PDF documents are routinely bypassed, not always intentionally, but because there is no enforcement mechanism at the point of submission. Similarly, overtime rules and leave policies that are not embedded in an approval workflow are applied inconsistently. The audit trail that regulators and auditors require is reconstructed after the fact, if it is reconstructed at all.
The Integration Problem	When expense data lives in one system, attendance data in another, and payroll in a third, the connections between them are manual: data exported, reformatted, imported, reconciled. Each manual transfer is a source of error. Each reconciliation cycle consumes time. Each month-end close is a rework exercise rather than a reporting exercise.

The Market Context

The travel and expense management software market was valued at approximately \$4.5 billion in 2025 and is projected to grow at a compound annual rate of 17.6% through 2030, reaching over \$10 billion. The time and attendance software market is valued at approximately \$4.0 billion in 2025, growing at 8.2% annually through 2032. These growth rates reflect a structural shift: organisations across every industry and size are replacing manual workforce operations processes with governed, cloud-based automation. The question for mid-market organisations is no longer whether to automate, it is

which platform offers the right combination of functional depth, integration flexibility, and implementation simplicity for their context.

The True Cost of Manual Operations

The cost of manual workforce operations is not simply the direct administrative overhead, it is also the management attention consumed by avoidable exception handling, the compliance risk created by inconsistent policy application, and the data quality problems that make month-end close a reconstruction exercise rather than a reporting exercise. Genialcloud TEM + Time is built to eliminate all three.

2. Introducing Genialcloud TEM + Time

One Integrated Framework for Workforce Operations Automation

◆ C-LEVEL ● IT DIRECTOR

Genialcloud TEM + Time brings together two complementary cloud applications that address the full spectrum of day-to-day workforce operations without entering payroll territory. Each application is complete and deployable independently; together, they form an integrated framework where expense and attendance data share the same governance model, the same audit trail infrastructure, and the same integration architecture.

Two Applications, One Framework

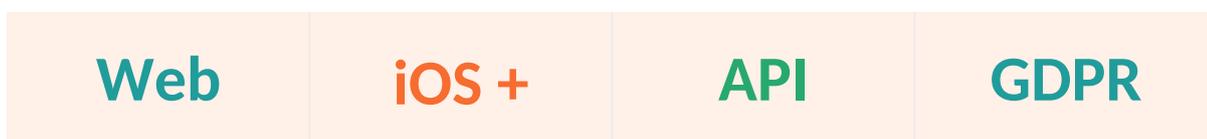
<p>➔ Genialcloud TEM</p> <ul style="list-style-type: none"> • End-to-end travel and expense lifecycle • Web travel portal with approval workflows • Mobile receipt capture with OCR • Policy enforcement at point of submission • Real-time budget monitoring and dashboards • GL integration and ERP/payroll connectivity • Multi-currency, multi-entity, multi-policy • Audit-ready transaction log with full attribution 	<p>🔗 Genialcloud TIME</p> <ul style="list-style-type: none"> • Clock in/out via web, mobile and biometric • Shift schedule and overtime rule management • Leave request and approval workflows • Manager visibility with real-time team dashboard • Timesheet validation with exception management • Compliance-ready logs for labour law obligations • Integration with HRIS, payroll and ERP systems • Supports office, remote, hybrid and multi-site teams
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What the Platform Is, and Is Not

Genialcloud TEM + Time is a workforce operations platform. It governs and automates the processes that produce the workforce data organisations need. It is not a payroll system, it does not calculate net pay, manage tax withholdings or execute payment runs. This positioning is deliberate and strategically important: it means the platform connects to any payroll system the organisation already uses, rather than replacing it. It also means it can be deployed without disrupting existing payroll infrastructure, a critical consideration for any organisation that has invested in enterprise payroll systems.

Browser-Native, Mobile-Ready, Any Device

Every function in Genialcloud TEM + Time is accessible from any browser on any device without software installation. Employees submit travel requests, capture receipts and clock in from their phones. Managers approve workflows from email links or mobile dashboards. Finance teams monitor spend in real time from their desktops. HR leaders review attendance patterns from tablets. The same governed system, the same audit trail, the same data, regardless of device, location or operating system.



<p>Browser-Native No client install</p>	<p>Android Native Mobile Apps Offline capable</p>	<p>Integration-First REST + webhooks</p>	<p>Compliance-Ready EU & global standards</p>
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One Architecture, Two Applications

The integration between TEM and TIME is not a product bundle, it is an architectural decision. Expense data and attendance data share the same employee master, the same organisational hierarchy, the same cost centre structure, and the same audit infrastructure. This means a single deployment produces a unified view of workforce costs that neither system could produce independently.

3. Genialcloud TEM: Travel & Expense Management

From Request to Reimbursement: Every Step Governed and Traceable

◆ C-LEVEL ◆ FINANCE

Genialcloud TEM manages the complete lifecycle of business travel and employee expenses: from the initial travel request through approval, execution, receipt capture, expense report submission, finance review, accounting integration, and final reimbursement. Every step is governed by configurable business rules, every action is recorded in an immutable audit trail, and every data point is available for real-time reporting without manual extraction.



Genialcloud TEM, Travel & Expense Lifecycle: from travel request through approval, receipt capture, expense report, finance review, GL posting, and reimbursement

Travel Request & Approval Portal

The web travel portal provides employees and collaborators with a structured interface for submitting travel requests, destination, dates, estimated costs, business purpose and project codes, that feeds immediately into a configurable approval workflow. Policy rules are embedded in the workflow: budget thresholds trigger additional approval steps, non-standard expenses require justification, and out-of-policy requests are flagged at submission rather than discovered at reimbursement. Managers receive email notifications with direct approval links; no portal login is required to act. Every approval decision is timestamped and attributed.

Mobile Expense Capture

- OCR Receipt Capture**

Employees photograph receipts with the mobile app; OCR technology extracts merchant name, date, amount and currency automatically, reducing manual data entry to exception correction rather than primary input.
- Auto-Categorisation**

Expense categories are assigned automatically based on merchant type, amount ranges and user history. Finance teams define the categorisation rules; employees confirm or correct exceptions.
- Offline Mode**

Receipts captured without network connectivity are stored locally and synchronised when connectivity is restored. Field teams, remote workers and international travellers are fully supported.

Multi-Currency

The app captures the transaction currency automatically and applies configurable exchange rate rules for reimbursement calculation. Multi-currency reporting is available without manual conversion.

Expense Report & Finance Review

Completed expense reports route through a configurable finance review workflow where policy exceptions are highlighted, missing documentation is flagged, and approval chains are applied based on amount thresholds and cost centre ownership. The review console provides the finance team with a complete view of each report: attached receipts, categorisation, policy compliance status, project allocation and approval history. Approved reports are automatically staged for accounting integration.

Accounting Integration & Reimbursement

Genialcloud TEM posts approved expense data directly to the general ledger via configurable GL mapping, account codes, cost centres, project codes and inter-company allocations. The integration is bidirectional: the expense system reads ERP master data (employees, cost centres, projects, suppliers) to ensure data consistency, and writes transaction data to the ERP in the format the accounting system expects. Reimbursement can be processed through payroll integration, direct payment instruction or ERP payment run, the platform supports all three models.

Why Governance Matters More Than Efficiency

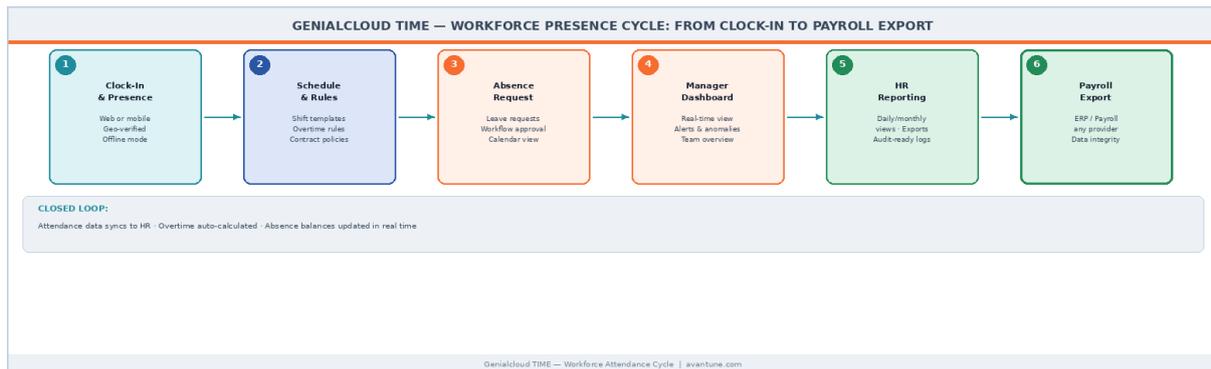
The critical insight in enterprise expense management is that the cost of a poorly governed process is not visible in the expense reports themselves, it is visible in the finance team's time, the audit preparation overhead, the policy violation rate, and the cash flow uncertainty that results from unpredictable expense liabilities. Genialcloud TEM eliminates all four.

4. Genialcloud TIME: Workforce Presence Management

From Clock-In to HR Reporting: Every Hour Governed and Attributable

HR OPERATIONS IT DIRECTOR

Genialcloud TIME manages the complete presence lifecycle for both office and remote workforces: clock-in and clock-out via web interface, mobile app or biometric device; schedule and shift rule configuration; leave request and approval workflows; timesheet validation with exception handling; and data feeds to HRIS, payroll and ERP systems. Every stamping event is timestamped, attributed and stored in a compliance-ready log that satisfies labour law record-keeping obligations across European and North American regulatory frameworks.



Genialcloud TIME, Workforce Presence Lifecycle: from clock-in through schedule rules, leave request, manager approval, timesheet validation, and HR/payroll feed

Clock-In, Clock-Out & Attendance Tracking

Web Clock

Employees clock in and out from any browser without additional hardware. The web interface is accessible from office desktops, laptops, tablets and kiosks. Geolocation verification can be optionally enabled for location-bound roles.

Mobile App

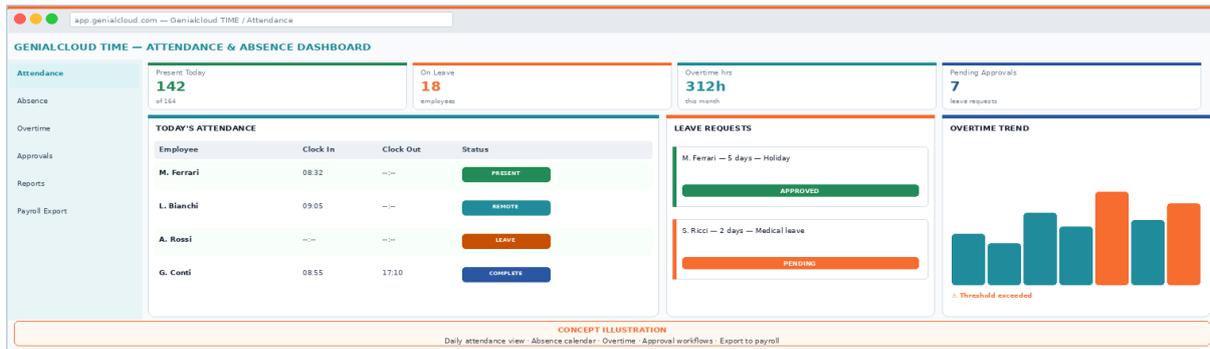
The iOS and Android app provides clock-in, clock-out and presence status from any location. GPS geolocation confirms the employee's location at stamping time. Offline mode stores stamps locally and synchronises when connectivity is restored.

Biometric Integration

Genialcloud TIME integrates with standard biometric readers via open protocols. Badge, fingerprint and facial recognition devices feed stamping data directly into the central attendance record without manual transcription.

Multi-Site Support

Organisations with multiple sites can configure site-specific clock-in points, geofences and schedule rules. Employees moving between sites are tracked at each location; consolidated reporting covers the full workforce.



Genialcloud TIME, Workforce Presence Console: team attendance overview, leave requests, compliance alerts, and daily/monthly views

Schedule, Shift & Contract Rule Management

Genialcloud TIME supports the full complexity of enterprise workforce scheduling: fixed shifts, flexible hours, rotating schedules, part-time contracts and annualised hours arrangements. Overtime rules, rest period requirements and maximum working time policies are configured at the contract type level and enforced automatically when calculating the hours worked from raw stamping data. Policy violations generate alerts for managers before they become compliance incidents.

Leave Request & Approval Workflows

The leave management module handles the full lifecycle of absence requests: submission by the employee via web or mobile, routing through the manager approval workflow, calendar visibility for the team, accrual management for holiday entitlements, and integration with the attendance record. All leave types, annual leave, sick leave, parental leave, compassionate leave, training days, are configurable with their own approval chains, accrual rules and notification behaviours.

Timesheet Validation & HR Reporting

Validated daily and monthly timesheet views give HR and payroll teams a clean, exception-flagged view of worked hours per employee. Missing stamps, overtime thresholds, schedule deviations and leave discrepancies are highlighted automatically. Approved timesheets are exported to HRIS and payroll systems via API or structured file formats, eliminating the manual transcription step that is the primary source of payroll error in organisations without integrated attendance systems.

Real-Time Data, Not Month-End Reconstruction

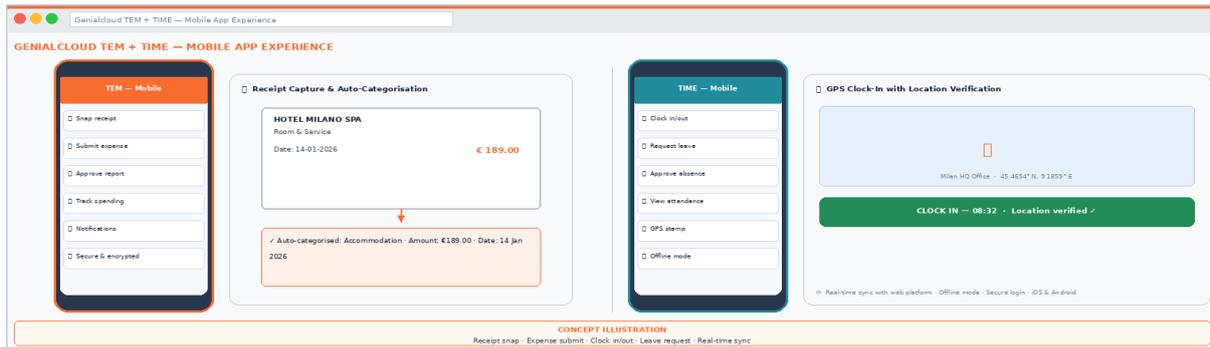
The value of Genialcloud TIME is not simply automating what was previously manual. It is producing workforce data that is accurate, governed and real-time, data that managers can act on during the month rather than discovering after it has closed. The difference between a timesheet that feeds payroll two weeks after the period ends and one that is validated in real time is the difference between reactive management and operational control.

5. The Mobile Experience

Enterprise-Grade Functionality on Any Device, Anywhere

◆ C-LEVEL ● IT DIRECTOR ▲ OPERATIONS

The mobile experience in Genialcloud TEM + Time is not a stripped-down view of the web application. It is a purpose-built mobile interface that addresses the specific workflows that employees need to complete outside of a desktop environment: capturing receipts immediately after a transaction, clocking in at the start of a remote working day, requesting a day of leave while travelling, and checking the status of a submitted expense report. These workflows are designed for execution in thirty seconds or less.



Genialcloud TEM + Time, Mobile App Experience: receipt capture with OCR, clock in/out with GPS, leave request, expense report status, offline mode, and secure login

TEM Mobile: Expense Capture in the Field

- Photograph receipts with the native camera; OCR extracts the data automatically, no manual amount entry for standard transactions
- Submit expense reports from the field without returning to a desktop, full workflow action available from the app
- Track the approval status of submitted reports in real time, employees are notified at each workflow step
- View travel policy details and per-diem rates for the current destination without accessing a separate document
- Offline receipt capture: photographs and amounts are stored locally and synchronised when connectivity is restored

TIME Mobile: Presence Management in Any Location

- Clock in and out from any location with GPS geolocation confirmation, works across office, remote and field scenarios
- Submit leave requests with supporting documentation from any device, manager receives an immediate notification with an approval link
- View team presence status and schedule for the day, managers have real-time visibility from their phones
- Receive alerts for schedule deviations, overtime thresholds and missing stamps before they require correction
- Biometric authentication options for organisations with strict identity verification requirements

Security & Data Architecture

The mobile application communicates with the Genialcloud TEM + Time platform via encrypted API channels with OAuth 2.0 authentication. Data at rest on the device is encrypted. Multi-factor authentication is supported and configurable by

security policy. Remote wipe capability allows IT administrators to clear application data from lost or decommissioned devices without affecting the backend record. All data captured on the mobile device is governed by the same privacy and retention policies as data entered via the web interface.

Mobile as a Data Quality Investment

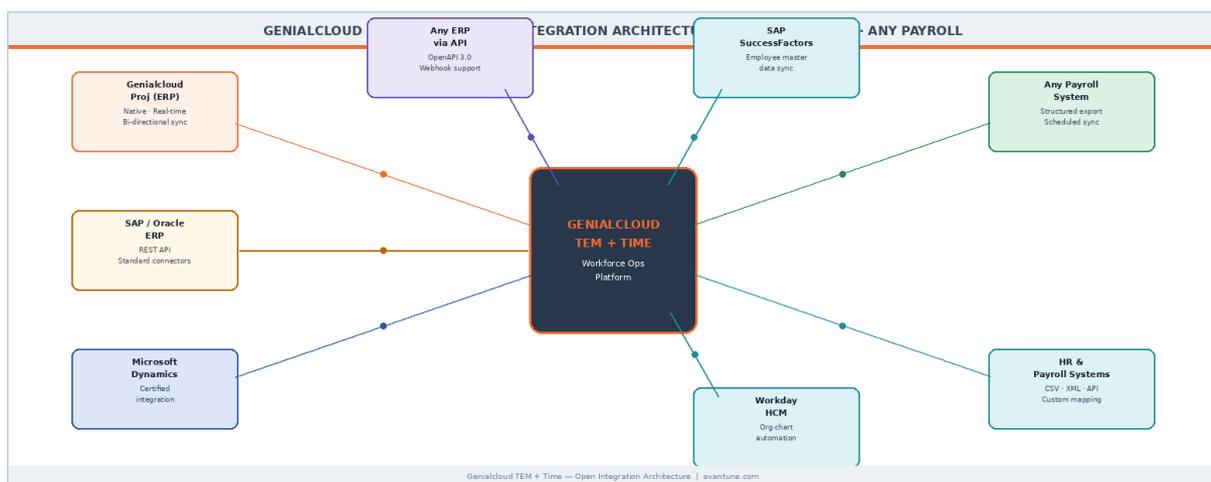
The enterprise mobile experience is not a convenience feature, it is a data quality mechanism. When an employee can capture a receipt the moment the transaction occurs, rather than reconstructing it from a pile of paper receipts two weeks later, the accuracy, completeness and categorisation quality of expense data improves structurally. The mobile app is the point where good data governance begins.

6. Integration Architecture

Connecting to Any ERP, HRIS, Payroll or Analytics Platform

IT DIRECTOR C-LEVEL

Genialcloud TEM + Time is built as an integration-first platform. It does not attempt to replace existing enterprise systems, it connects to them. This architectural positioning reflects a fundamental principle: organisations have invested significantly in ERP, HRIS and payroll infrastructure that is appropriate for their scale and regulatory context. The right workforce operations platform enhances that infrastructure rather than requiring its replacement. Genialcloud TEM + Time achieves this through a REST API architecture, configurable data mapping, and pre-built connectors for the most widely deployed enterprise systems.



Genialcloud TEM + Time, Universal Integration Architecture: connecting to ERP systems, HR platforms, payroll engines, GL and finance, analytics, identity, corporate cards, and travel booking

ERP Integration

Genialcloud TEM + Time reads master data, employee records, organisational hierarchies, cost centres, projects, GL account codes, from any ERP system via REST API or structured data exchange. This ensures that expense coding and attendance attribution use the same data model as the ERP, eliminating the reconciliation overhead that arises when two systems maintain separate master data. Approved expense data is written back to the ERP in the format its accounting module expects, without manual reformatting or re-entry.

- SAP S/4HANA and ECC, GL posting, cost centre allocation, internal order coding
- Oracle Cloud Financials and E-Business Suite, subledger integration and project costing
- Genialcloud Proj, native integration as part of the Avantune platform ecosystem
- NetSuite, Sage Intacct, Microsoft Dynamics, REST API connectivity with standard GL mapping
- Custom ERP systems, configurable data mapping via the integration framework

HRIS & HR Platform Integration

The employee master, roles, departments, managers, contract types, work schedules, is maintained in the HRIS and read by Genialcloud TEM + Time via synchronised feeds. This ensures that organisational changes (new hires, role changes, leavers) are reflected immediately in expense and attendance workflows without manual administration. Absence data

captured in Genialcloud TIME can also be written back to the HRIS to maintain a single source of truth for the employee record.

- Workday HCM, bidirectional employee data sync, absence write-back
- SAP SuccessFactors, employee master, org structure, leave type mapping
- Ceridian Dayforce and ADP Workforce Now, attendance export and leave integration
- BambooHR, Personio, Factorial, REST API integration for SME and mid-market HRIS

Payroll Integration

Genialcloud TIME produces validated timesheet data, hours worked per employee per period, broken down by contract type, cost centre and absence category, that payroll systems consume to calculate net pay. The integration is outbound: validated attendance data is exported to the payroll system in the format it requires, whether via API, structured file (CSV, XML, fixed-width) or direct database connection. No payroll calculation logic resides in Genialcloud TIME; it produces the input that payroll engines need to execute their calculations.

- Zucchetti HR, native integration for Italian market deployments
- ADP and Paychex, standardised payroll data export for North American deployments
- SAGE Payroll, Agresso, Cegid, configurable export for European mid-market deployments
- Custom payroll engines, configurable data mapping and export format

Analytics & BI Integration

Expense and attendance data are among the most operationally important cost data sets in any organisation. Genialcloud TEM + Time exposes all data via REST API and supports structured exports to analytics and business intelligence platforms. Genialcloud Powua, Avantune's analytics and AI platform, connects natively, providing pre-built workforce cost dashboards, trend analysis and predictive models. Third-party platforms including Power BI, Tableau, QlikView and Looker connect via the standard data API.

Identity, SSO & Security Integration

Genialcloud TEM + Time supports enterprise identity management via Azure Active Directory, Okta, SAML 2.0 and OAuth 2.0. Single sign-on is fully supported, eliminating credential management overhead. SCIM provisioning enables automatic user lifecycle management, new employees are created in TEM + Time when their HRIS record is activated; departing employees' access is revoked automatically when their record is closed. All authentication logs are available for security audit.

Integration, Not Replacement

The value of an integration-first architecture is that it does not require the organisation to choose between its existing systems and new capabilities. Genialcloud TEM + Time sits alongside the ERP, the HRIS and the payroll system, reading from them, writing to them, and producing the data that each system needs without duplicating their functionality. This is the architecture that enterprise organisations require from a workforce operations platform.

7. Policy Governance & Compliance

From Policy Documents to Enforced, Auditable Workflows

◆ FINANCE ◆ C-LEVEL ● HR

A travel and expense policy that exists as a PDF document is not enforced, it is aspirational. A working hours policy embedded in an employment contract is not automatically applied, it requires someone to apply it. Genialcloud TEM + Time moves policy from documentation to enforcement: the rules that govern travel spending, expense eligibility, overtime thresholds and leave entitlements are embedded in the workflow engine, applied at every transaction, and documented in an immutable audit trail.

Expense Policy Enforcement

Per-Diem Rules

Daily allowances for meals, accommodation and incidentals are configured by destination and employee category. The system calculates the applicable allowance automatically and flags any submission that exceeds it, routing exceptions through a secondary approval step rather than allowing them to pass unchallenged.

Receipt Thresholds

Expenses above configurable thresholds require attached receipts. The system enforces this at submission, an expense report without required documentation cannot be submitted, rather than being flagged by the finance team after the fact.

Category Restrictions

Certain expense categories can be restricted by employee role, project type or travel destination. Entertainment expenses, for example, can require pre-approval or a client reference. The restriction is applied at the point of categorisation, not in the finance review.

Duplicate Detection

The system automatically flags potential duplicate submissions, same date, same amount, same vendor, for finance review. This is a structural control that paper-based processes cannot provide.

Labour Law & Working Time Compliance

Genialcloud TIME's working time rules engine enforces the regulatory requirements that apply to each employee's contract type and jurisdiction: maximum daily working hours, mandatory rest periods, overtime limits, and entitlement accrual rules. When a stamping pattern would result in a compliance violation, the system generates an alert, for the employee's manager, for the HR team, and for a compliance log, before the violation occurs rather than after it is discovered.

- EU Working Time Directive compliance, daily rest, weekly rest, average working week limits
- Italian contratti collettivi (CCNL), support for major sectoral collective agreements
- North American FLSA and provincial labour law, overtime classification and premium pay triggers
- Custom jurisdiction rules, configurable for any regulatory framework via the rules engine

The Audit Trail

Every action in Genialcloud TEM + Time is recorded in an immutable audit log: who submitted, who approved, who modified, what changed, when it happened, and from which device. This log is the compliance record, for expense audits, for tax authority inquiries, for labour inspectorate reviews, and for internal governance assessments. The log cannot be edited, deleted or selectively cleared after the fact. It is the evidence that processes were followed correctly, available on demand without manual reconstruction.

Audit Readiness as Operational Standard

The audit trail is not a reporting feature, it is a governance infrastructure. The difference between an organisation that can produce a complete, attributed record of every expense approval and attendance stamping for any period on demand, and one that must manually reconstruct this from emails and spreadsheets, is the difference between audit readiness and audit risk. Genialcloud TEM + Time provides the former.

8. Analytics, Reporting & Workforce Intelligence

From Operational Data to Management Insight

◆ C-LEVEL ◆ FINANCE ● HR

Genialcloud TEM + Time does not only govern workforce operations, it produces the operational data that makes workforce management measurable. Real-time dashboards give finance, HR and line managers the visibility they need to manage proactively. Standard reports provide the structured outputs that compliance, payroll and month-end processes require. And the data API enables organisations to feed workforce cost data into any analytics or business intelligence platform for more sophisticated analysis.

Real-Time Operational Dashboards

- Finance: live view of open expense reports, pending approvals, budget consumption by cost centre and employee category
- HR: team presence overview, current absences, leave approval queue, overtime alert status, missing stamps
- Management: employee travel commitments and expense liabilities before month-end, by team and project
- Compliance: policy exception rate, per-diem overage frequency, documentation compliance rate

Standard Report Suite

Monthly Expense Report

Per-employee expense summary by category, project and cost centre, formatted for GL reconciliation and payroll integration

Policy Compliance Report

Exception rate by rule type, employee and department, used by finance to identify systematic compliance gaps and policy calibration needs

Attendance & Leave Summary

Monthly timesheet summary per employee and team, formatted for payroll export and HR record maintenance

Management Cost View

Consolidated workforce cost view combining expense commitments, overtime costs and leave liabilities, for CFO and COO reporting

Genialcloud Powua Integration: Advanced Analytics

Organisations that deploy Genialcloud Powua alongside TEM + Time gain access to advanced workforce cost analytics: trend analysis on expense categories, seasonality modelling for travel budgeting, anomaly detection that flags unusual expense patterns before they reach the finance review, and predictive models for absence planning. The integration is native, TEM + Time data feeds Powua's analytics engine without additional configuration. The resulting dashboards are available via the same Powua interface that serves operational and financial data from Genialcloud Proj and other connected systems.

From Operations to Intelligence

The most valuable insight that workforce operations data produces is not the expense report summary, it is the pattern. Which teams consistently exceed per-diem allowances? Which business units have the highest overtime frequency? Which leave patterns correlate with turnover risk? These questions require data that is governed, consistent and complete. Genialcloud TEM + Time produces that data as a byproduct of its operational governance, the analytics are a consequence of doing workforce operations correctly, not an additional investment.

9. Genialcloud TEM + Time Across Industries

Horizontal Platform, Sector-Relevant Outcomes

◆ C-LEVEL

Genialcloud TEM + Time is a horizontal platform: its capabilities apply equally to a professional services firm managing consultant travel expenses, a manufacturer managing shift attendance across three production lines, a healthcare provider tracking clinical staff hours for labour law compliance, and a distribution business managing a geographically dispersed field workforce. The platform's sector applicability derives from its configurability, policy rules, approval chains, GL mapping, integration patterns and reporting formats are all defined by the organisation rather than imposed by the software.

Professional Services & Consulting

Client-billable expense management is one of the most operationally intensive processes in professional services. Every expense must be categorised by client, project and billable/non-billable status; captured receipts must be sufficient for client invoicing; and reimbursement must be synchronised with project billing cycles. Genialcloud TEM supports client-billable expense workflows natively, with project codes that map to ERP projects and client invoicing integrations that convert approved expenses into billing line items. Consultant attendance tracking via Genialcloud TIME integrates with project timesheet systems to produce a complete view of project labour cost.

Manufacturing & Industrial

Manufacturing environments require shift-level attendance accuracy, overtime compliance with collective agreements, and the ability to handle multiple shift patterns across production lines and maintenance teams. Genialcloud TIME's rules engine supports the contract complexity typical of manufacturing environments, multiple CCNL or sector agreements, site-specific scheduling, shift premium calculations and production order time allocation. Travel expense management for procurement, engineering and commercial teams integrates with the ERP's project and cost centre structure.

Healthcare & Life Sciences

Healthcare organisations face the most demanding workforce data requirements of any sector: labour law compliance for clinical staff, duty of care obligations, complex shift patterns including on-call and night duty, and strict record-keeping for regulatory inspection. Genialcloud TIME's compliance log and configurable rules engine address all of these requirements. For pharmaceutical and life sciences organisations, travel expense management for sales representatives and medical affairs teams, including compliance with industry codes on healthcare professional interactions, is supported via configurable policy and documentation rules.

Distribution, Logistics & Field Services

Field and logistics workforces present specific workforce operations challenges: geographically dispersed teams, vehicle-based work, irregular hours and high-frequency travel expenses. Genialcloud TIME's mobile clock-in with GPS geolocation is purpose-built for these environments, drivers and field technicians clock in from their phones at each job location, with

geolocation confirmation replacing badge readers that cannot be installed in the field. Mileage and vehicle expense tracking in Genialcloud TEM supports distance-based reimbursement calculations and fleet cost allocation.

Financial Services & Insurance

Financial services organisations require the strictest expense governance controls of any commercial sector, particularly for client entertainment, regulatory gifts and overseas travel. Genialcloud TEM's configurable policy engine supports the multi-layer approval requirements that financial sector compliance mandates, including pre-approval workflows for categories that require senior sign-off and documentation standards that satisfy regulatory audit. Attendance data for client-facing roles integrates with activity management and regulatory reporting requirements.

Horizontal Platform, Vertical Configuration

The proof of a horizontal platform is not that it claims to serve every industry, it is that organisations in different industries configure it to serve their own requirements without requiring custom development. Genialcloud TEM + Time's configurability is the feature that makes this possible: the platform provides the governance infrastructure; organisations define the rules that governance enforces.

10. Client Success Stories

Real Organisations, Real Outcomes

◆ C-LEVEL

The following three cases span professional services, manufacturing and media, different industries, different workforce profiles, different operational challenges. Each chose Genialcloud TEM + Time for reasons specific to their context; each achieved outcomes that reflect the platform's ability to eliminate manual overhead, enforce policy, and produce the governed data that their finance, HR and compliance functions require.

C L I E N T S U C C E S S S T O R Y

IMIT — Professional Services & Engineering

Engineering & Project Management, Italy · Genialcloud TEM, Client-Billable Expense Management

The Challenge

IMIT manages complex engineering projects across multiple client sites, with consultants incurring significant travel and accommodation expenses that must be accurately categorised by client, project and billable status. Before deploying Genialcloud TEM, expense reports were submitted via email with scanned receipts, finance team members manually matched expenses to project codes, and the reconciliation between expense reimbursements and client invoicing required a dedicated day of work at each month-end. Lost receipts, mis-categorised expenses and approval delays were routine.

The Result

Following deployment of Genialcloud TEM with native integration to Genialcloud Proj, IMIT's consultants capture expenses via the mobile app immediately after each transaction, with project codes pre-populated from the ERP. Finance review time decreased by approximately 70%. Client invoicing for reimbursable expenses now runs from the TEM report directly, eliminating the reconciliation step. Expense-related errors in client invoices, previously a source of client relationship friction, have been effectively eliminated.

C L I E N T S U C C E S S S T O R Y

GEDI Group — Media & Publishing

Media & Publishing, Italy (multi-site, distributed workforce) · Genialcloud TIME, Multi-Site Attendance & Remote Work Management

The Challenge

GEDI is one of Italy's largest media groups, operating across multiple publications, editorial teams and production sites. Managing attendance and absence for a workforce that includes on-site editorial staff, remote journalists, and production personnel working variable hours across multiple locations was managed through a combination of paper timesheets, email-based leave requests and manual payroll preparation. HR spent significant time each month reconciling attendance data before it could be submitted to payroll, and managers had no real-time visibility into team availability.

The Result

Genialcloud TIME was deployed across GEDI's sites with a mobile-first implementation for remote and field-based journalists. Clock-in via the mobile app, with geolocation confirmation for remote workers, replaced paper timesheets across the entire workforce. Leave requests and approvals moved to a governed workflow. HR's monthly payroll preparation time for attendance data was reduced significantly. Managers gained real-time team presence dashboards. The organisation was also able to use Avantune's platform for better control of remote work arrangements for journalists, with full attendance visibility across distributed teams.

C L I E N T S U C C E S S S T O R Y

Mid-Market Manufacturing Company — Industrial Equipment

Manufacturing, Northern Italy (multi-shift, 420 employees) · Genialcloud TEM + Time, Integrated Expense & Attendance Automation

The Challenge

A mid-market manufacturer of industrial equipment with 420 employees across three production shifts needed to modernise both expense management for its commercial and procurement teams and attendance tracking for its production workforce. Expense reports were paper-based, attendance was managed via a legacy badge reader system that required manual data extraction before payroll processing, and there was no integration between the two systems. Month-end close required three to four days of manual workforce data reconciliation.

The Result

The combined TEM + Time deployment integrated with the company's existing ERP and payroll system. Production workers clock in via mobile app with geolocation; commercial staff submit expenses via the web portal and mobile app. Payroll data preparation time was reduced from three days to same-day automated export. Expense processing time was cut from an average of eight days to 48 hours. The finance team gained a consolidated view of workforce costs, travel commitments, overtime liabilities and absence costs, that had not previously been possible to produce without manual aggregation.

Client case studies, video testimonials and reference contacts are available at:

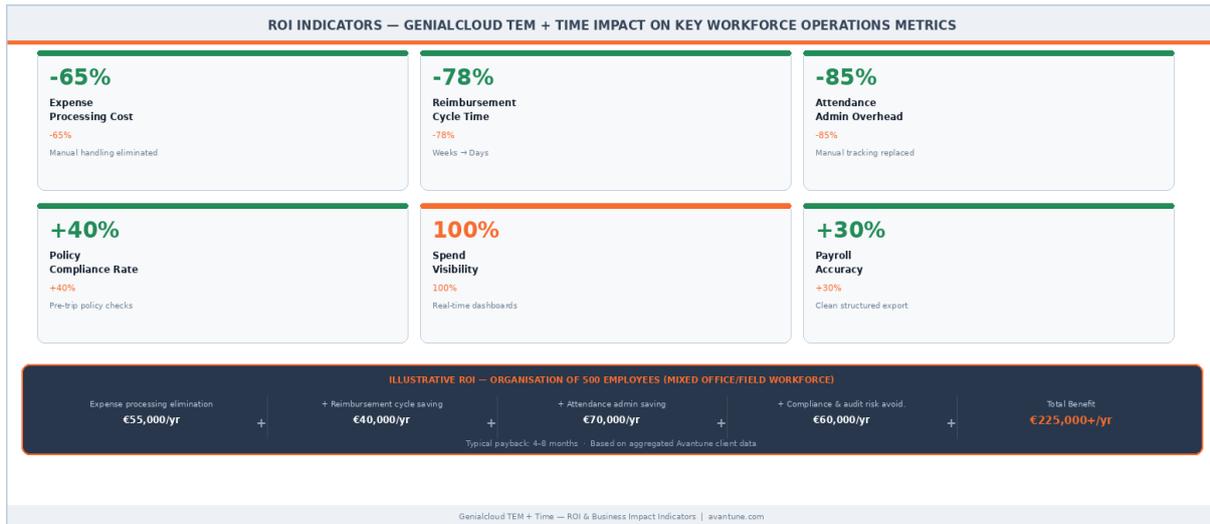
www.avantune.com/clients

11. ROI & Business Impact

Measuring the Return on Workforce Operations Automation

◆ C-LEVEL ◆ FINANCE

The ROI of Genialcloud TEM + Time has two components. The first is operational: the direct cost reduction from automating processes that are currently manual, expense processing time, attendance data preparation, approval cycle overhead, error correction and audit preparation. The second is strategic: the reduction in policy compliance risk, the improvement in workforce data accuracy, and the management visibility that enables better decisions about travel budgets, overtime costs and workforce capacity.



Genialcloud TEM + Time, ROI & Business Impact: six key value drivers with illustrative benefit model for a 400-person organisation

Where Value Is Generated

Expense Processing Automation

Eliminating the paper-based expense cycle, receipt collection, manual entry, reconciliation, resubmission, saves an average of 60–80% of the time finance teams currently spend on expense management. For a mid-market organisation processing 500 expense reports per month, this represents a material and immediate overhead reduction.

Approval Cycle Compression

Email-based approval workflows for travel requests typically take three to five business days. Automated workflow with email approval links compresses this to same-day in most cases. The financial impact is twofold: faster commitment visibility for finance, and reduced friction for employees that improves compliance rates.

Payroll Preparation Automation

Manual attendance data collection, validation and transcription to payroll is eliminated. Validated timesheet data is exported to payroll in the format required, on schedule. The HR team's monthly payroll preparation time for attendance data typically reduces by 60% or more.

Policy Violation Prevention

Embedding policy rules in the workflow prevents violations at submission rather than discovering them in the finance review. Organisations that deploy TEM consistently report a 70–85% reduction in policy exception rates within six

months, a direct cost reduction from the eliminating of out-of-policy reimbursements.

Audit Preparation Elimination

Organisations that can produce a complete, attributed, immutable record of all expense approvals and attendance data on demand do not need to prepare for audits, they are permanently audit-ready. The overhead previously allocated to audit preparation is eliminated.

Illustrative ROI Model — 400-Employee Mid-Market Organisation

Value Driver	Annual Benefit	Calculation Basis
Expense processing time saving	€55,000	120 employees × avg 2.5h/report × 6 reports/yr × €30 fully loaded — 75% reduction
HR payroll preparation automation	€40,000	3 HR days/month × 12 months × 2 roles × €55/hr fully loaded — 65% reduction
Policy violation cost reduction	€70,000	Estimated 4% out-of-policy reimbursement rate × €350K annual expense spend — 85% reduction
Audit preparation elimination	€30,000	Annual audit prep overhead: finance & HR time on document reconstruction and reconciliation
Management visibility value	€45,000	Earlier commitment visibility enabling travel budget redeployment and overtime cost prevention
Error correction and resubmission	€20,000	Rework cycles eliminated: mis-categorised expenses, missing receipts, payroll corrections
Total Estimated Annual Benefit	€260,000+	Typical payback: 6–10 months

Note on ROI Figures

These figures are illustrative estimates based on aggregated data from Avantune's client deployments. The actual benefit profile varies by organisation size, current process maturity, expense volume and industry context. Avantune provides a structured ROI assessment as part of the pre-deployment engagement, based on the organisation's specific workflows and cost structure.

12. Why Avantune

The Partner That Treats Workforce Operations as Strategic Infrastructure

◆ C-LEVEL

Choosing a workforce operations platform is not a software selection exercise. It is a decision about which organisation will govern a data set that touches finance, HR, compliance, and every employee who travels or works. The implementation partner's understanding of that governance requirement, and their commitment to delivering it rather than simply delivering working software, is as important as the platform's feature set.

Direct Access, Named Accountability

When an expense policy change requires a workflow reconfiguration, or a new labour collective agreement requires an update to the working time rules engine, the organisation cannot afford to wait for a support ticket to be triaged. Avantune's model provides named contacts who know the deployment, understand the regulatory context, and have the authority to act without escalation. This is the access model that organisations with genuine operational dependency on their workforce operations platform require.

Implementation for Outcomes, Not Features

Avantune measures implementation success by the operational outcomes the deployment achieves, reduced expense processing time, improved policy compliance rate, accurate payroll data feed, not by the features that are activated. Implementation engagements begin with a process assessment that maps current workflows, identifies the highest-value automation opportunities, and defines the measurable outcomes that will validate the deployment. Go-live is not the end of the engagement; it is the beginning of the optimisation cycle.

Regulatory Evolution as a Shared Commitment

Labour law changes. Tax authority requirements for expense documentation evolve. Data privacy regulations develop. Collective agreements are renegotiated. Avantune's commitment is to ensure that Genialcloud TEM + Time evolves with these regulatory changes, not as individual client customisations, but as platform capabilities that all clients benefit from. Organisations that depend on Avantune for workforce operations governance are not maintaining a static deployment; they are investing in a platform that responds to the regulatory environment they operate in.

<p>🔍 Named Access</p> <p>Direct contacts who know your deployment, your policies, and your regulatory context, no ticket queues when payroll deadlines approach.</p>	<p>🔍 Outcome Measurement</p> <p>We measure success by your policy compliance rate, your payroll data accuracy, and your finance close efficiency, not by features activated.</p>	<p>🔍 Regulatory Partnership</p> <p>Labour law and tax regulation evolution is absorbed into the platform, your deployment stays current without custom development.</p>
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A Long-Term Operational Commitment

Workforce operations governance is not a one-time implementation, it is an ongoing operational discipline. Avantune is the partner that maintains that discipline alongside you, not one that delivers a system and moves on. The platform, the implementation, and the partnership are all designed around one outcome: workforce operations that are governed, accurate, and audit-ready as a permanent operational state.

13. The Genialcloud Platform

One Platform for Every Dimension of the Modern Business

◆ C-LEVEL ● IT DIRECTOR

Genialcloud TEM + Time is the workforce operations layer of a broader platform built to manage, connect, and evolve every dimension of a modern business. Understanding its place within the Genialcloud ecosystem clarifies both its integration advantages and its strategic positioning for organisations that are building toward a unified business operating platform.

Genialcloud Proj — The ERP Backbone

Genialcloud Proj is the extended ERP, CRM and Project Management engine. It manages the transactional backbone: accounting, financial consolidation, procurement, manufacturing planning (MRP/MPS), supply chain, customer management, project delivery, billing and revenue recognition. Genialcloud TEM + Time reads its master data, employees, cost centres, projects, GL codes, and writes expense and attendance data back to it, creating a single source of truth for workforce costs that is visible in the ERP's financial reporting without manual aggregation.

Genialcloud Powua — The Intelligence Layer

Genialcloud Powua is the analytics and AI platform. It connects to any data source and transforms operational data into live dashboards, AI forecasts, predictive models and the Mobile AI Agent. For TEM + Time users, Powua provides pre-built workforce cost analytics: expense trend analysis by category and employee profile, absence pattern modelling, overtime cost forecasting, and the AI Agent that answers workforce questions in natural language from any device. Sample queries: 'What is the total expense commitment for Q3 client travel by team?', 'Which departments have exceeded their monthly overtime budget this week?', 'How many leave requests are pending approval across the business today?'

Genialcloud Facsys — Document & Workflow Governance

Genialcloud Facsys is the document management and workflow automation platform. For TEM + Time users, Facsys governs the document lifecycle that surrounds workforce operations: employment contracts, collective agreement documentation, expense policy documents, HR procedure manuals and the supporting documentation for regulatory inspections. The same audit trail infrastructure that governs expense approvals in TEM extends to the governance of the policy documents that define those approval rules.

The Complete Genialcloud Platform

Genialcloud Proj — Extended ERP · CRM · Projects

Genialcloud Powua — Analytics · AI · IoT Intelligence

Genialcloud Facsys — Documents · Workflow · Governance

Genialcloud TEM + Time — Workforce Operations · Expenses · Presence

One vendor · One data model · One integration architecture · One partnership

Together, these four product families form a Business Operating Platform: a single vendor relationship that covers operations, intelligence, document governance and workforce management without the integration overhead, the vendor proliferation risk, and the data inconsistency that characterises multi-vendor enterprise software environments. Each component is independently deployable; each benefits from and enhances the others. Genialcloud TEM + Time is both a complete standalone solution for workforce operations and a foundational component of a broader platform strategy.

Getting Started with Genialcloud TEM + Time

Every workforce operations transformation begins with an honest assessment of current process cost. Our engagement model is designed to be direct, practical, and grounded in measurable outcomes, not features.

<p>01</p> <p>Process Assessment & ROI Mapping</p> <p>A structured review of your current expense and attendance workflows: where the manual overhead is greatest, where compliance risk is highest, and which automation opportunities will generate the fastest return.</p>	<p>02</p> <p>Proof of Value Deployment</p> <p>A time-bounded deployment on your highest-priority workflow, whether expense management, attendance tracking, or both, demonstrating live outcomes in your environment with your data and your policies.</p>	<p>03</p> <p>Full Deployment & Integration</p> <p>Complete deployment with integration to your ERP, HRIS and payroll systems, policy configuration, user training, and a 90-day outcome review confirming the measurable impact on your operations.</p>
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Ready to Govern Your Workforce Operations?

Contact us to schedule a process assessment or request a live demonstration tailored to your workforce and industry context.

www.avantune.com · info@avantune.com

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