

Walmart Canada Case Study



How Walmart Canada Modernized Comp Planning with HRSoft

**Walmart
Canada**



INDUSTRY
Retail

NUMBER OF EMPLOYEES
90,000+

1 hr

Approval meetings
shortened from
full-day to 1 hour

"A true extension of our team with a solution-driven mindset to deliver a great associate experience."

Senior Manager, Compensation, Walmart Canada

The Challenge

Before implementing HRSoft, Walmart Canada was managing compensation using Excel spreadsheets, a system that required significant time and came with high risk. **"We were Excel-based, doing audits and calculations that spanned over the course of several weeks and months, requiring long hours from the team,"** shared Walmart's Sr Manager, Compensation. Running an Excel spreadsheet with more than a million rows of data wasn't fun at all. **It posed many risks,"** added their Senior Director of Total Rewards.

The approach was not only inefficient, it also led to human errors, versioning issues, and intense strain on the HR team. The manual process made it difficult to align compensation with budgets and slowed down approval cycles.

The Solution

Walmart Canada chose HRSoft for its reliability, competitive pricing, and strong post-sales support. "We needed a new and reliable solution with reasonable price and after-sales service support," said the Sr. Manager, Compensation. A phased implementation allowed for smoother onboarding, guided by a clear project plan and collaborative support. "Our HRSoft partners have met all of those check boxes," added the Senior Director of Total Rewards.

Once implemented, HRSoft quickly became indispensable:

- **Managers could generate associate compensation statements on demand**
- **HR teams could see the roll-up reporting for budget tracking and alignment**
- **Everyone gained time back thanks to automation and real-time data access**

Running full calculations anytime with minimal effort has been a game changer. "It saves significant time for all teams involved," said the Sr Mgr, Comp. The tool earned praise from leadership: **"Our CPO has shared more than once it took her only five minutes to do the merit review due to the prepopulation of suggested increases from HRSoft."** Approval meetings that once took all day now take just an hour, with **error rates dropping sharply.** "Having a system-driven approach, we're able to run the data & get totals or splits quickly—so **approvals can be done in a fraction of the time.**" The team values HRSoft's self-serve tools, automation & budget alignment. **"If efficiency & effectiveness are top of mind, go for it,"** said the Sr Dr, Total Rewards.