



Location: MX
Employees 110 employees
Industry: Energy
Customer since: October 2023
Website: <https://simaenergia.com/>

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About SIMA Energía

SSIMA Energía is a Mexican company specialized in comprehensive electrification solutions for commercial and industrial projects. With more than 15 years of experience and operations throughout Mexico, the company designs, develops, and installs electrical infrastructure for businesses, industrial facilities, corporate fleets, offices, and real estate developments. Its team combines the expertise of engineers, certified technicians, project managers, and advisors who work together to deliver reliable and efficient energy solutions for clients across multiple industries.

What were the main challenges in their payroll process?

Before implementing Runa, SIMA Energía relied on payroll systems that handled only part of the process. Payroll calculations could be completed within the system, but payment disbursement required separate steps and additional manual work. This lack of integration created inefficiencies and increased the possibility of errors during each payroll cycle. The Human Resources team often needed to perform additional validations and reviews to ensure that payments were processed correctly, creating unnecessary operational burden. Another challenge was the limited visibility into payroll data.



Previous systems did not provide detailed accumulated totals or reporting capabilities that allowed leadership to analyze labor costs effectively. As the company managed teams across multiple projects and locations, having accurate and consolidated information became increasingly important for budgeting and workforce planning. Without immediate access to clear payroll data, decision making became more difficult and operational risks increased.

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We needed a platform that not only calculated payroll, but also disbursed payments correctly and gave us full visibility into accumulated totals to avoid errors.

- Francisco Laguna, HR manager

How has Runa strengthened their payroll management and regulatory compliance?

The implementation of Runa transformed payroll management by bringing calculation and payment disbursement together within a single platform. This eliminated many of the manual processes that previously slowed down operations and reduced the likelihood of errors. Payroll cycles became more streamlined, requiring fewer validations and significantly less administrative effort from the Human Resources team. Employees also benefited from a more reliable experience, receiving payments on time and gaining easy access to payroll receipts through an automated process. Compliance was another area where Runa delivered significant value.

Labor and tax regulations in Mexico frequently evolve, making it essential for companies to remain updated and compliant at all times. Runa provided SIMA Energía with confidence that payroll processes would remain aligned with current legal requirements without requiring constant manual monitoring of regulatory changes.

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Runa has allowed us to reduce errors, validate payments in a timely manner, and stay updated with regulations without having to worry about unexpected changes.

- Francisco Laguna, HR manager

What factors influenced the decision to choose Runa?

SIMA Energía was looking for a solution that could address the entire payroll process rather than solving only part of the challenge. The ability to calculate payroll and execute payment disbursement within the same system was one of the most important factors in the decision. Eliminating disconnected workflows and reducing opportunities for error represented a major operational improvement for the company. Ease of use was equally important. The team needed a platform that offered robust functionality while remaining intuitive and easy to adopt. Runa's combination of automation, visibility, and user friendly design allowed the organization to implement the solution efficiently and begin realizing benefits quickly. Access to detailed reports and consolidated payroll data further strengthened the platform's value by supporting better financial planning and decision making.



See public reviews on Runa

4.9/5.0



CAPTERRA

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4.9/5.0



SOFTWARE ADVICE

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G2

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