



Location: MX, BR, AR, CH, US
Employees 41 employees
Industry: Retail
Customer since: May 2025
Website: <https://www.safilogroup.com>

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About Safilo

Safilo de México is part of Safilo Group, an Italian company with a global footprint and a long history in eyewear. The group designs, manufactures, and distributes frames and optical products for well known brands around the world. So this is not a company learning the industry as it goes. Safilo already knows the game. Design matters. Quality matters. Timing matters. And in eyewear, even a tiny detail can change the whole product. One frame can look elegant. Another can make someone look like they borrowed glasses from a confused science teacher. Details count. In Mexico, the team has 41 employees and focuses mainly on importing and distributing products in the national market. It is not the biggest operation in the group, but that does not mean it is simple. Being part of a global company brings higher standards. There are processes to follow, information to keep clean, and expectations that come from being connected to a larger international structure.

What challenges were they facing with payroll and Human Resources?

A big part of the challenge was that Human Resources and payroll work lived in different places. Some tasks were manual. Some information came from separate tools. Some reports needed extra checks. None of this sounds shocking at first, because plenty of companies operate this way for years. But over time, the process starts to wear people down. Not all at once. Slowly. One report here. One manual review there.



One more validation because something does not match. By the end, the team is spending too much time proving the information is right instead of using it. That fragmentation created more administrative work than necessary. Reports took longer to prepare. Calculations needed more attention. Tracking information was not as simple as it should have been. And every manual step added a little risk. In payroll, little risks are not cute. They do not stay little forever.

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We needed to implement new technologies that would truly help us streamline processes and have more control over the entire operation.

- Elvira Muñoz, HR manager

What solution were they using before?

Before Runa, Safilo de México managed many processes with Excel, payroll outsourcing services, and time clock systems that delivered information in TXT files. That kind of setup is common. It usually starts because it solves what is urgent. Excel does one part. A provider does another. The time clock sends a file. Someone reviews. Someone compares. Someone fixes. Then someone checks again because payroll has a special talent for making people doubt everything. The tools allowed the company to operate, but they did not give the team a full view of the process. Each step needed extra reviews and manual reconciliation. Any adjustment took longer than it should. Any validation meant going back to check another file or another source. That is where the real cost was. Not only time, but mental energy.

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Runa allowed us to centralize processes that were previously completely fragmented. Today, we have more control, less manual work, and a much more efficient operation.

- Elvira Muñoz, HR manager

How did Runa help them?

Runa helped Safilo de México bring scattered processes into one platform. That was the first big relief. Human Resources and payroll information could finally live in a more organized place. The team gained visibility. Daily tasks became faster. Reports became easier to access. Manual work went down. The process stopped feeling like a collection of separate parts and started feeling more like one operation. “Today, we have much more agile processes and better visibility into all the information,” says Elvira Muñoz. That is the practical change. HR can now manage information with more control and less back and forth. Instead of spending too much time on reconciliations, validations, and repetitive checks, the team can use that time for work that actually adds value. Because no one joins HR dreaming of becoming the guardian of five versions of the same file. Automation also helped reduce errors. That matters in payroll because accuracy is not optional. Employees expect correct payments.

Why would they recommend Runa?

Safilo de México would recommend Runa to companies that are starting to feel the weight of fragmented Human Resources and payroll processes. The platform helps bring order to areas that often grow messy over time. It makes daily work easier, but it also helps the team operate with more confidence. That difference matters. A tool should not just sit there looking modern. It should remove problems people are tired of dealing with. “It is a very effective and accessible solution for companies that need order and control,” says Elvira Muñoz. That says it plainly. Runa gives teams a way to centralize information, automate key tasks, and reduce the friction that comes from manual work. For HR teams, that can change the day. Fewer repeated checks. Fewer scattered files. Fewer moments where someone has to ask, “who has the latest version?” which may be one of the most tired sentences in office history.



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4.9/5.0



CAPTERRA

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G2

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