

ELIMINATE YOUR TOUGHEST HR CHALLENGES

In **manufacturing**, you face a unique set of payroll and HR challenges that can consume your time and your profits. But, with Paycom's all-in-one human capital management technology, the name of the game is single-elimination – knock out all of your toughest HR challenges with one easy-to-use, cloud-based solution.

CHALLENGE 1: Recruiting and Retention

The widening skills gap makes it increasingly difficult to find and keep top talent. With an estimated 2 million manufacturing jobs expected to go unfilled over the next decade, it's more important than ever to have the right systems in place to recruit and retain your best employees.

With Paycom's Talent Acquisition and Talent Management tools you can:

- maintain applicant records so they are searchable by education, skill set and certifications
- save time by automatically filtering out unqualified candidates
- track your ROI on recruiting efforts to reveal where your dollars are best spent
- make onboarding and performance management easy for you and your employees
- get extensive workforce analytics that help you pinpoint the true causes of turnover, create succession plans and more

CHALLENGE 2: Managing Your Workforce

Your workforce is one of your biggest operating expenses. Allocating labor effectively and reducing absenteeism can help control costs and protect your employees from on-the-job injuries.

Paycom's Time and Labor Management lowers labor costs and eliminates payroll errors, while automating process like dues check off.

- use shift templates and schedule groups to easily create, edit and assign schedules
- track shift differentials and associated earnings
- avoid "buddy punching" and time theft with biometric time clocks, geotracking or online timecards
- set rounding rules, automatic lunch deductions, shifts crossing midnight, holidays worked and more
- generate absenteeism reports to find ways to reduce costs and increase productivity
- use an unlimited number of pay classes and assign hours to multiple earnings codes
- update payroll automatically with approved time

82% 
OF MANUFACTURING
EXECUTIVES BELIEVE
THE **SKILLS**  **GAP**
WILL IMPACT THEIR ABILITY
TO MEET **CUSTOMER**
DEMAND

CHALLENGE 3: Complying with State and Federal Regulations

Manufacturers also face a complex regulatory environment with associated costs as high as \$34,671 per employee, per year. That's twice the average amount U.S. domestic businesses spend to comply with federal regulations.

Paycom's technology helps you reduce your exposure to violations, audits and penalties.

- store FMLA, OSHA, workers' comp, EEO and COBRA information
- fulfill your ACA reporting and filing obligations under the employer mandate
- get anywhere, anytime access to employee permits, licenses, training, I-9s, disciplinary action information and more
- run background and E-Verify® checks with the click of a button

INTUITIVE TECHNOLOGY BACKED BY DEDICATED CUSTOMER SERVICE

Paycom is all about solving your payroll and HR challenges. That's why you also get a dedicated Paycom specialist who knows your business and will be there to answer your questions every step of the way.



Knock Out *All* of Your Toughest HR Challenges with One Easy-to-Use, Cloud-Based Solution

To see what Paycom's human capital technology can do for your company, schedule a demo at [Paycom.com/Manufacturing](https://www.paycom.com/Manufacturing)

**MANUFACTURERS
\$PEND TWO
TIMES AS MUCH
AS OTHER
BUSINESSES
ON COMPLIANCE
-RELATED ISSUES**

Sources:

1. Deloitte: *The Skills Gap in U.S. Manufacturing 2015 and Beyond*
2. National Association of Manufacturers: *The Cost of Federal Regulation to the U.S. Economy, Manufacturing and Small Business*