

# How Paycom Shaped a Manufacturer's

## HR Processes for Efficiency

The president of a plastic molding manufacturer didn't have the most conventional route to the top. Starting as the human resources manager, she worked her way up over 24 years and numerous *weekly* payrolls, done in-house. Now in the C-suite, she enjoys the HR "easy street" with Paycom's single-application software instilling confidence, improving processes and creating engagement opportunities throughout her workforce.

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After years of manual processes and legacy systems, the president was blown away by the seamless and easy switch to Paycom. So easy, in fact, a new HR manager only had to be walked through two payrolls before she could process them independently. "With Paycom, I knew it would be better," the president said, "but I didn't know it would be this good."

Efficiencies improved companywide as employees clock in and out online, rather than manually completing time sheets. Supervisors have overtime data at their fingertips, instead of having to inquire through HR. More training opportunities are available to employees – and as for compliance? "Compliance with Paycom," said the director, "has really helped mitigate some of the exposure that I think people have by not having the Documents and Checklists or Onboarding tools."



### Client Info

#### Manufacturing company:

- 109 employees
- 1 HR manager
- Paycom tools include:
  - » Time and Attendance
  - » Time-Off Requests
  - » Documents and Checklists
  - » Onboarding





The Paycom mobile app also has driven engagement within the company. With 15-minute meetings, the president trained her workforce on downloading and *using* the app for any HR need, including submitting time, requesting paid time off and signing documents. Now, the company is nearing *100% usage*, with 40% of those employees utilizing the app's Spanish version.

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In addition, Paycom's personalized customer service has saved the president and her HR manager from wasting valuable time on hold, explaining and *re-explaining* a situation to several representatives. Instead, any issue is resolved quickly by their dedicated Paycom specialist and his team. “More of my time spent on the phone with my specialist is getting to know each other, rather than fixing any problem,” the president said, “because he's so knowledgeable and aware of our system.”

The HR manager no longer has to change or modify employee information, fix paychecks manually or complete any number of “normal” HR tasks. Thanks to Paycom, she's able to focus instead on her employees and their well-being, including spending time on the warehouse floor, researching risk-management activities and developing relationships with personnel – all of which the president appreciates: “Paycom allows our HR manager and HR personnel to go back to the ‘human’ part of the position.”