



How a Small Manufacturer Transformed Its HR Processes Into a Savings of \$50,000+ a Year

Saved nearly **\$16,000** a year on employee changes

Reduced payroll cycle by **50%**

Saved **\$35,000** annually in payroll labor

With nearly 200 employees, a technology developer in the Central U.S. deals in hardware, software and firmware – so much so, “it’s at our core,” said its vice president of finance and operations. Ironically, when that person joined the company a year ago, he found the company mired in manual HR processes.

PROBLEM

Despite the company specializing in manufacturing machines that speed automation, its own payroll process was neither quick nor automatic. That meant it “would have to start as soon as possible, typically a week prior,” the vice president said. And it went like this:

- First, an approval manager vetted each employee’s time sheet one by one.
- That data was exported to Excel and sent to the payroll manager.
- Line by line, she re-entered that information into another system – a laborious task requiring her to work 12-hour shifts for several days in a row.
- Finally, she had to print and hand-deliver pay stubs for the 175 workers at the company’s physical facilities, and mail those for the 40 field-support workers coast to coast.

Time-off requests were especially frustrating, too. “There was a form you’d have to print and fill out, and have your manager sign it, if he didn’t lose it or stick it under a pile of papers,” explained the vice president, noting this entirely manual process carried a 10% error rate. “It was inevitable.”

“Expense reports were stapled to receipts. That’s just not how companies should operate.”



SOLUTION

With a background at *Forbes* 500 companies, the vice president knew HR technology would benefit his current organization. He was about to sign a contract with a legacy provider when an employee's spouse recommended looking into Paycom. So he did.

"Paycom had a number of functionalities I liked. There was no contract, per se, versus a three-year commitment, which is nerve-wrangling for an unknown entity," he said, adding the cloud-based concept was important for security. "Paycom wasn't the cheapest, but it wasn't the most expensive, either. For the functionality we were getting, it was an easy decision."

A few months following implementation of Paycom, he said his decision was tested when surgery sidelined the payroll manager for two months. However, "our controller, who went through the same training, was able to step right in and move us forward."

RESULTS

Through Paycom's Employee Self-Service app, workers are free to access their own data, which they do when applying for loans, adding dependents or updating their home address – saving the company almost \$16,000 a year, not including paper.

"In the past, we had little access to payroll changes, and Paycom puts a lot of control with the employees," the vice president said. "To me, as an employee, that is very helpful. The app is so intuitive. Other providers' apps I've seen lack the capabilities that Paycom has."

With Paycom in place, attendance approvals are done in a click, and the payroll process was cut in half, saving \$300 a day in labor alone – money the company now is able to divert to employee perks.

"Paycom fits really well with my mission: Let's stop doing what we're familiar with and start embracing automation for efficiency," the vice president said. "It lowers our costs and gives us more profits so we can invest more in our employees."

"We have a friendly, family environment here, and I feel that with Paycom, too!"

This case study reflects actual data and results from a Paycom client. Because of our commitment to protecting the identity of our clients, we do not share their name publicly. However, we have many happy clients eager to share their story with you when you're ready to meet with one of our Paycom representatives.

BEFORE PAYCOM, EACH EMPLOYEE SPENT 3 HOURS A YEAR ON HR CHANGES

