

CLIENT

CarDon & Associates provides a full range of senior lifestyle and care options. With more than 2,000 employees, CarDon & Associates operates 18 senior living communities and health and living centers in central and southern Indiana.

CHALLENGES

- Manual time and attendance and payroll processes were time consuming, inefficient and decentralized across locations.
- CarDon's unique pay structures and job classifications could not be accommodated by their previous national vendor—requiring tedious manual calculations.
- The previous system was difficult to use, cumbersome and had limited reporting options.
- Time fraud was a serious problem.
- Time and attendance and payroll systems were not integrated; hours were wasted on duplicate data entry.

RESULTS WITH PAYCOR'S TIME ON DEMAND

- Reduced managers' time spent on scheduling by 80%
- Reduced time spent managing time and attendance and payroll by as much as 70%
- Eliminated buddy punching, saving thousands of dollars
- Saved valuable time by seamlessly integrating time and attendance with payroll

CARDON & ASSOCIATES INC.

inspired living and compassionate care

Senior living provider drastically improves labor management efficiency and reliability with Time on Demand—an easy-to-navigate, feature-rich time and attendance solution that fully integrates with Paycor® for Windows payroll software.

CHALLENGE

Labor management processes drained resources

CarDon & Associates' unparalleled approach to service and caregiving is simple: The family is first. However, its existing time and attendance and payroll systems were draining valuable resources. Each of its 18 facilities was using a decentralized, stand-alone system which meant that CarDon's corporate office had limited access to each location's payroll-related information.

"The reporting was horrendous," said Carol Hutton, Payroll Manager of CarDon & Associates. "The system couldn't accommodate multiple locations. We had to run reports for each individual location—causing us to waste valuable hours in the process."

Adding to the complexity was the fact that the existing cumbersome system could not accommodate CarDon's unique pay structures and work rules—which meant many error-prone, manual processes were being used. "The system had limited functionality and it was very difficult for everyone to use," said Carol. "As a result, time cards weren't being properly verified, and payroll clerks would then spend hours correcting the time after payroll was processed."

CarDon's existing system was also susceptible to time fraud because it used an electronic badge terminal for employees to punch in and out. "Buddy punching was a growing concern because it was costing us money," said Carol.

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“ Time on Demand streamlined and automated our time and attendance system for 18 disparate entities—and it completely integrates into payroll. As a result, our time spent on payroll processing has been reduced by as much as 70 percent. ”

– Carol Hutton
CarDon & Associates



Biometric hand recognition terminal

SOLUTION

Ideal solution was found in Time on Demand

In order to reduce costs and increase efficiencies, CarDon decided to update both their time and attendance and payroll systems. They needed an easy-to-use solution that could: automate and streamline systems across all its facilities; accommodate their complex shift premiums; and provide the necessary customer service and support to ensure a successful transition. The solution also needed to offer flexible reporting options and prevent buddy punching. After an extensive evaluation process, CarDon ultimately selected Paycor's Time on Demand and Paycor® for Windows software.

KEY BENEFITS

Centralized workforce management

Time on Demand enabled CarDon to automate and standardize its time and attendance and payroll systems across all of its facilities, improving operational efficiencies and data accuracy. The corporate office now has a single point of access to manage the entire workforce by analyzing real-time data and utilizing robust reporting options. "The reporting flexibility is phenomenal," said Carol. CarDon can now easily review labor costs from any individual facility and even from any department within a facility.

Accommodated complex pay structures

CarDon's previous system could not handle its complex payroll structure that included more than 2,000 employees, 70 different job classifications and compensation programs that allow employees to stack premiums on top of one another. Painstaking calculations that previously were done manually are now performed automatically. Also, CarDon can now extract all employee information needed for government reporting with a single click of a button, without the assistance of directors at the various locations.

Delivered personalized service and support

Paycor's implementation specialists worked one on one with CarDon, assisting with every step of the process up to and following their first payroll, including their transition to Paycor's biometric hand recognition terminal (which effectively eliminated all the costs associated with buddy punching and administering badges and time cards).

The unparalleled service and support they received was critical to a successful transition. "The support staff has been so responsive to everything I've asked for," said Carol. "Whenever I have a question, they always jump right in and help."

Today, CarDon continues to reap the many benefits of utilizing Time on Demand, and companywide labor management is more efficient and reliable than ever.

We invite you to connect with us about your organization's specific labor management needs, and to learn how Time on Demand can help your organization drastically improve your time and attendance efficiency and reliability.



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1-800-381-0053

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