

CLIENT

Established in 2000, ATTC Manufacturing specializes in the manufacturing of precision brake, chassis, and engine parts for the automotive industry. A 35-acre facility in Tell City, Ind., ATTC has nearly 400 employees, including approximately 300 hourly-paid employees.

CHALLENGES

- Previous system was difficult to use, cumbersome and had limited reporting options.
- Employee schedules could not be easily or quickly viewed.
- Labor information was not easily accessible.
- Exceptions reporting was a tedious, manual process.
- Generating meaningful reports was time-consuming and difficult.
- Time and attendance and payroll systems were not completely integrated; some manual tasks and duplicate data entry was required.
- Early clock-ins was costing the company thousands a year in overtime pay.

RESULTS WITH PAYCOR'S TIME ON DEMAND

- Empowered HR personnel with an easy-to-use system, saving time and improving accuracy.
- Reduced the overall time spent managing time and attendance by 50%.
- Made reporting easier and faster
- Saved valuable time by seamlessly integrating time and attendance and payroll.
- Enabled critical exceptions—such as employees clocking in before approved start time—to be managed, saving the company thousands of dollars a year in overtime pay.



Labor-tracking headaches ease with manufacturer's switch to new workforce management solution.

CHALLENGE

Difficulty accessing data and using reports was a constant frustration

Quality is one of ATTC Manufacturing's top priorities. Strict in-house quality checks are done at every process of production, and a focus on continuous improvement ensures the 6 million auto parts they ship each year meet customers' needs. While these approaches were working in the manufacturing arena, the company's methods for managing their employees' time and attendance needed an overhaul.

The company's existing time and attendance solution was not user-friendly and it did not seamlessly integrate with its payroll system.

Nearly 300 hourly employees clocked in each day using one of two badge terminals located inside the company's 380,000 square-foot facility. Babysitting missed punches and other exceptions was a burden for the HR specialist responsible for time and attendance tracking and payroll. "The daily upkeep was a challenge," said Debbie Redmond. For instance, she could see clock-in times, but not employee schedules. If the time clock erroneously missed a punch, the employee showed up in the system as absent. Debbie manually created an exceptions report each pay period to track down information and make fixes to the data.

While the data was supposed to integrate into the payroll system, it wasn't always dependable and often locked the user out of making changes. Duplicate data entry was sometimes required—a time-consuming, manual task that could result in additional errors. Similar challenges were present when it came time to do any reporting. "The data I needed was in the [time and attendance] system, but it was difficult to know how to get it out," Debbie said. "Accessing and using the reports was a constant frustration."

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SOLUTION

Like night and day: Simple-to-use Time on Demand makes labor management easier

ATTC Manufacturing has enjoyed a drastic reduction in payroll workload with their transition to Time on Demand—an easy-to-use, feature-rich time and attendance solution. “The time this system saves us and the accuracy... it’s like night and day,” said Debbie. And, the easy access to data and automated reporting capabilities, coupled with a refreshing customer service philosophy, empowers Debbie to do her job more efficiently.

KEY BENEFITS

Vast improvements in accuracy and time savings

The accuracy of the data has saved the company thousands of dollars a year. For instance, being able to see a person’s schedule helps pinpoint early clock-ins and can save thousands in overtime pay. Debbie ran an exceptions report, sorted it by overtime amount and shared it with supervisors at a meeting. “They were surprised!” she said. “We’re now better able to keep on top of problems.”

She used to come in on weekends to review time cards for payroll. “It now takes me half the number of hours it used to,” she said. And, “If I go into a screen and add a half-hour, I don’t have to worry about entering it into the other system,” said Debbie, since the integration between her time and attendance and payroll systems is now completely seamless. “Everything is simpler now—and that means I save a lot of time. Even the speed of Time on Demand has been a great improvement.” She used to have to wait 10 seconds for a time card to load; now it is instantaneous.

Fast, easy access to meaningful reports

Reports were not easy to create and view on the company’s previous system. “Now I feel like we have ‘push this button and here you go’ capabilities,” said Debbie. For instance, if an employee asks for a day off, Debbie can conveniently view available balances for vacation, sick or paid time off. Before Time on Demand, there was no easy way to find that information. She can view a wide range of standard reports or generate custom reports. “It is user-friendly; anyone can sit down at this system and use it.”

Today the company’s exceptions report is easy to generate and review daily. “I often get asked from management, ‘How many hours for this line or that line?’” Debbie said. With Time on Demand she can simply and instantly run an interactive summary by department, zone or line to find out how many hours were logged on a particular line. The termination report and history report are others she uses regularly.

Personalized service and support

Before becoming a Paycor client, Debbie used to get a different person every time she called for help with something, and then she would typically have to wait for a return call to get an answer. “At Paycor, I have one contact,” she said. “My specialist is experienced; she usually has the answer at the top of her head. It’s reassuring to know that whatever I need, I can call and get.”

One day she called to explain that her company wanted to have a report to help track how many vacation days employees had left. A Paycor team member created a custom report and did it while she was on the phone—in five minutes!

We invite you to connect with us about your organization’s specific labor management challenges, and to learn how Time on Demand can help you dramatically improve your time and attendance processes.

“ I ran an exceptions report, sorted it by overtime amount and shared it with supervisors at a meeting. They were surprised! Being able to see employee schedules and pinpoint early clock-ins has helped us save thousands a year in overtime pay. ”

– Debbie Redmond,
HR Specialist, ATTC
Manufacturing



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