

A Closer Look

How to Do More With Web-Hosted Employee Time and Labor Tracking



The ultimate goal of every business is to do more with less, and do it faster.

The Attendance on Demand web-hosted employee time and attendance solution lets even the smallest of organizations enjoy sophisticated and secure online labor management at a fraction of the cost of purchasing, installing, and maintaining a traditional, self-hosted system.

In fact, a company of any size can streamline and improve the process of collecting and managing employee data—tapping into a time and attendance system that is “always on,” hosted at a secure site, and available with just a PC and an Internet browser.

The Attendance on Demand system integrates seamlessly with a variety of payroll providers and delivers key capabilities such as employee scheduling, absence management, and extensive reporting.

WHAT'S THE DIFFERENCE?

As compared with a traditional licensed software package, the Attendance on Demand web-hosted time and attendance system provides the

following advantages:

- No need to buy and install servers and software
- No need to maintain, manage, and upgrade servers and software over time
- Data is protected by industry-standard security

- Lower total cost of ownership over time
- Less configuration, complexity, and maintenance cost
- Delivered and implemented by a network of human capital management (HCM) experts

PAY AS YOU GO

Attendance on Demand is part of a growing trend of technology solutions known as “Software as a Service,” or SaaS. Businesses of any size benefit from a full-featured and sophisticated technology used by large enterprise players but rather at a fraction of the cost, because the monthly fee is scaled to the level of use.

The SaaS model enables cost-conscious users to implement technology without paying large license fees, but by paying only periodical installments. In this case,

Attendance on Demand users pay only for the number of active employees each month.

WIDESPREAD ADOPTION

According to industry analysts Gartner, Inc., more than 55% of businesses will have deployed at least one SaaS

application by year's end. By 2012, at least 30% of all new business software will be delivered using the SaaS model.

RENT, DON'T BUY

When researching various employee time-tracking solutions for her organization, Lisa Ritch, Payroll Officer of CommunityONE Bank, came to a quick conclusion: It was more advantageous to rent, not buy.

The bank, a North Carolina-based subsidiary of FNB United Corp., teamed with Labor Strategy in Greensboro, N.C., to implement the Attendance on Demand web-hosted employee time and attendance service.

As a SaaS solution, Attendance on Demand is delivered over highly secure networks on a monthly subscription basis. The bank pays only for active employees each month, tracking labor information from 600 staff members across 43 locations, scheduling employees, and sharing data with payroll software.

KEY ADVANTAGES

A big plus was the SaaS delivery model. Also, the bank selected the monthly online service for ease of compatibility with payroll, access to real-time labor information, improved time-off tracking, and ease of use for all workers. CommunityONE also appreciated the fact that the experts at Labor Strategy got them up and running very quickly.

Employees track start/end times, departmental transfers, and other tasks via an Internet browser. Employees punch in from any location and have the power to access their own employee history, paid time off, and personal information.

"Attendance on Demand gives us an advantage in that we pay just for active employees, and the system is readily available via just an Internet browser throughout each of our 43 locations,"

On-demand time and attendance means less maintenance, lower operational costs, and lower cost of ownership, as well as a shift from a capitalized expenditure to a manageable monthly expense.

Rich said. "Bank staff members manage their own time off requests.

"In past years, supervisors manually tracked requests from full- and part-time employees, and it was an administrative burden. Plus, supervisors would estimate staffing levels for peak vacation times, which was a hassle. Attendance on Demand is easy to use for our employees, tracking leave requests online and automating approvals."

SELF-SERVICE

Bank employees easily request leave, review benefits, review schedules, and perform authorized edits over the Internet through a company-specific URL. Managers quickly view key labor management totals such as budgets and leave management, and graphical dashboards make data easy to view.

Another benefit is that a range of bank employees and supervisors can access the time-keeping service in a short period of time, such as at the close of payroll. The on-demand model facilitates this, delivering unlimited availability.

ABOUT ATTENDANCE ON DEMAND

Web-hosted Attendance on Demand leverages nearly three decades of expertise in providing businesses of all sizes with cost-effective, easily deployed time and attendance solutions.

The service's advanced features for

managing labor data—calculating pay rules, scheduling employees, budgeting labor, automating benefit accrual, tracking attendance-based merit points—meet the scalability, reliability, and security requirements of large organizations.

An extensive North American dealer network, including Greensboro, N.C.-based Labor Strategy, helps more than 18,000 organizations use automated time and attendance products to reduce expenses and improve decision-making. ■

Learn More

- Visit Attendance on Demand at the APA Congress in Austin, Texas, May 13-17, 2008, at booth 1327
- Download a free white paper titled, "Taking a Closer Look: Time and Attendance in an On-Demand Environment" at www.attendanceondemand.com/closerlook.html
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