



CASE STUDY

Manufacturing

Challenge

- Time clocks not suited to open-air manufacturing environment.
- Manual, error-prone methods to track labor costs.
- No ability to meet union reporting mandates.

Solution

- Attendance on Demand web-hosted time tracking.
- Proximity time clock suited to manufacturing environment.

Results

- Reduced administrative effort.
- Improved payroll accuracy.
- Ability to meet union labor reporting requirements.
- Low per-employee pricing.

Resting Easy



Mattress Manufacturer Sleeps Better at Night Due to Increased Payroll Accuracy

When a mattress manufacturer tracked employee time and attendance data with an outdated software system, the payroll office was saddled with technology no longer supported by the software vendor. The manufacturer was unable to fix system crashes or add needed functionality such as union compliance reporting. Now, Attendance on Demand addresses these issues and helps the company streamline the entire time and attendance process. The payroll office notes increased payroll accuracy and reduced administrative burden.

About the Manufacturer

Since 1926, the manufacturer has been recognized for its innovative mattresses and sleep sets, and it offers one of the largest groups of mattress brands in the world. The company manufactures and markets a range of high-quality products and a diverse line of mattresses and foundations.

The company could not easily view missed punches, tardies, overtime or other exceptions.

An Unreliable Solution

Until recently, the manufacturing facility used an outdated software product to track employee time and attendance data for its 46 manufacturing employees. The system was no longer supported by the software vendor, and was vulnerable to system crashes and had limited functionality.

According to the Human Resources Manager of the company, the manufacturing facility found the previous software to be increasingly unreliable. “Our worry was that since the vendor no longer supported the system, we would be open to system bugs or problems preparing payroll, and have nowhere to turn.”

The company could not easily view missed punches, tardies, overtime or other exceptions. Nor could the company make any modifications to the system, including meeting mandates for union labor and wage reporting. Union regulations stipulated that the company archive labor and wage data in a particular format and time frame, and the plant could not meet these reporting mandates with the previous system.

To address these challenges, the company looked to Attendance on Demand web-hosted time tracking offering flexible pay rules, accurate time tracking and reporting, and reliable data collection.



The company installed a proximity reader time clock in the main corridor of the facility to collect employee time and attendance data. The data collection device fit the company's unique work environment, and would prove more reliable than the previous bar code reader which often failed in the open-air manufacturing environment.

Up and Running

Based on the company's structure and pay rules, the system was configured and integrated to Payroll and HR, and helped the company achieve key improvements.

With the intuitively designed system, training was effortless and users were up and running in a matter of days. Attendance on Demand easily automates the tracking and calculation of employee labor and wage data. The facility appreciated the direct support provided and was quickly up and running on the new system.

The company collects employee time and labor data more effectively with the proximity reader—a data collection device well-suited to the open-air manufacturing environment. The previous magnetic stripe reader would often fail due to the particulates and air-borne debris that are occasionally generated by mattress trimming and flanging operations. Now, employees simply pass a proximity device near the time clock to punch in and out. The proximity device emits a radio frequency, which identifies them to the time clock.

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Results On Demand

The company appreciates the fact that—unlike with traditional employee time and attendance software—they were able to avoid costly licensing, hardware, maintenance, version upgrades and support. The web hosted time and attendance solution is delivered over highly secure networks on a monthly subscription basis. The organization pays only for active employees each month—making the approach particularly attractive to this company that has limited IT resources.

With little up-front cost and no software installation, the web-hosted employee time and attendance system:

- Speeds implementation.
- Minimizes expenses and risks.
- Overcomes the chronic shortage of in-house IT personnel available to the manufacturing sector.



Employee Archive Reporting

Archiving labor and wage data for union compliance reporting is significantly improved. With the previous methods, the payroll office could only call up weekly totals of employee hours worked, overtime, or exception reporting. Now, Attendance on Demand employee archive data is much more comprehensive and flexible. The system easily handles union compliance reporting such as archived employee data by the day, work center or department. Attendance on Demand provides over 50 real-time workforce management reports with options for customizing both content and format.

It's also easier to monitor missed punches as they happen. It's a company policy that workers punch in/out for lunch and breaks, as well as when changing departments. With the new time tracking system, supervisors can see in a moment which employee might have forgotten to punch each day, and catch missed punches as they happen. This frees up supervisors and the HR department from chasing down employees at the end of pay periods.

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Finally Resting Easy

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With its custom reporting capabilities, Attendance on Demand enables management to analyze time and attendance data to make better-informed decisions related to overtime and staffing. To make the organization even more efficient, management is looking to implement additional features for streamlined operations. Concludes the HR Manager, "We've seen an overall reduction in the amount of administrative effort once needed for our payroll process, and have confidence that our payroll totals are more accurate."

