

Hyson Products Achieves Complete Return on Time Tracking Investment in Two Months



Customer

Hyson Products
www.hysonproducts.com

Industry

Manufacturing

Headquarters

Brecksville, Ohio

Use Cases

- ▶ Time and Attendance
- ▶ Absence Management

Challenges

- ▶ Overcome manual, labor-intensive approach to attendance and time off processing and reporting
- ▶ Eliminate payroll errors
- ▶ Lack of real-time insight into workforce productivity made it hard to identify and correct inefficiencies
- ▶ Remove payroll processing burden on busy HR department
- ▶ Ensure compliance with labor regulations and audits

Benefits

- ▶ Decreased payroll errors, and reduced payroll processing time from 16 hours per week to 20 minutes per week
- ▶ Freed up HR time to concentrate on higher-value activities, and increased Finance Accounting department productivity by 20%

Picture the scene. Every week, a staff member in Hyson Products' busy human resources (HR) department collected completed paper timesheets from up to 100 salaried staff, keyed each timesheet into a spreadsheet, scanned them individually, and then emailed the spreadsheet and timesheets to the company's Finance Accounting department for payroll processing. The entire process took the payroll coordinator up to 16 hours each week to complete. It was expensive and time consuming, and fixing the inevitable errors arising from manual data entry was an administrative headache.

Hyson, a business of Barnes Group Inc. (NYSE: B), an international aerospace and industrial manufacturing and service provider which manufactures precision springs, stampings, and custom metal products, knew it had to make a change. "Our business is all about innovation," states Dwight Warner, assistant controller, Hyson Products. "We are world leaders in force generation platforms like nitrogen gas springs and metal presses systems. However, when it came to our internal payroll system, it was like stepping back in time."

Take absence requests, for example. If a salaried staff member wanted to take time off, they needed to complete a paper time-off form, which was then passed to their manager for approval. The staff member would then take the piece of paper to the payroll department. Here an administrator would manually record it in a spreadsheet. "If anyone wanted to know how much time off they had left for the year, the first person they turned to was the HR administrator, who was overloaded with these frequent inquiries," says Warner.

Reporting was another problem. The outmoded time tracking process made it very difficult for managers to monitor and analyze time-off requests, determine how much time off was owed to salaried staff, and ensure the company was meeting its compliance obligations for labor laws. Moreover, a lack of real-time insight into workforce productivity made it hard to identify and correct inefficiencies.

Ease-of-use, low total cost of ownership, and real-time analytics

When the Hyson team first engaged with representatives from Replicon, one theme shone through: the quality of the Replicon people. "Everyone we met — from the Replicon implementation specialists and dedicated Customer Success Manager, to the training team — understood our business, our objectives, and the Replicon solutions themselves. As a cloud-based time tracking solution, nothing comes close to matching Replicon for ease-of-use, low total cost of ownership, and real-time analytics," Warner explains.

Hyson is now using a cloud-based Replicon time tracking solution that includes the best-in-class Replicon TimeAttend product. TimeAttend automates the process of time and attendance tracking among salaried staff — which includes sales, engineering, and customer services teams — for faster, more accurate payroll processing. For example, instead of collecting paper timesheets and manually keying into spreadsheets for calculation, with Replicon the company is able to capture time for the entire pay period on one screen, create approval workflows, and then send data to the payroll department at corporate HQ with just a few clicks.

TimeAttend automates Hyson's time off tracking and enforcement. Staff can request vacation, sick leave, and other types of time off, all in a self-service cloud environment. They can book partial or full days off and export the time-off data to Outlook. And they can instantly view their up-to-date time off balances. "Because it's all done in the cloud, there's no complicated IT overhead, the interface is straightforward, and staff can access the Replicon system remotely from anywhere," says Warner. What's more, real-time visibility into time and attendance data enables managers to analyze time off use, patterns, and availability.

“ The Replicon solution has already enabled the company to decrease the payroll processing time from 16 hours per week to 20 minutes. The integrity of our transactions has increased greatly, and we can more easily comply with labor laws. Plus, we realized a total return on investment in just two months. What more could we ask for? ”

Dwight Warner, Assistant Controller, Hyson Products

Benefits (cont. from page 1)

- ▶ Delivered complete return on investment in two months
- ▶ Real-time visibility into time and attendance data enables managers to analyze time off use, patterns, and availability
- ▶ Minimized compliance risks and lowered cost of audits

About Replicon

Replicon is the leading provider of cloud-based time tracking software. Our award-winning solutions are used by more than 1.5 million people in over 7,800 organizations across 70 countries. We help customers to better manage workforce attendance, expenses, projects, professional services teams, and shared services resources.

Our diverse customer base — from start-ups to Fortune 500 companies — trusts Replicon to help reduce compliance risk, keep costs down, and provide greater insight into business performance. Clients include: FedEx, MetLife, New Zealand Transport Agency (NZTA), Novartis, Orbitz, and Xerox. Replicon is a global company with employees in Australia, Canada, India, the United Kingdom, and the United States.

Benefits at every step

Hyson went live on this Replicon Time and Attendance solution 12 months ago and, even in this short period, the results have been dramatic.

Increased time savings and improved productivity

By replacing tedious manual spreadsheets with the Replicon cloud-based solution, Hyson has reduced payroll processing time from 16 hours per week to just 20 minutes per week, and freed up HR staff time to focus on higher-value activities. Overall, Hyson believes the Finance Accounting department is 20% more productive using Replicon compared to using the previous paper-based timesheet/spreadsheet system.

Reduced payroll errors

Centralized time capture and payroll dashboards have enabled Hyson to maximize data integrity and almost entirely eliminate payroll processing errors. Prior to Replicon, Hyson was experiencing an average of one error per payroll run. Although this did not result in incorrect paychecks, it did absorb a significant amount of time and resources to make the adjustment on the next payroll period.

Enhanced employee satisfaction

Replicon has proven to be highly popular among Hyson’s salaried staff: the cloud model, ease-of-use, and self-service capabilities like real-time views of time off balances have all contributed to fast, complete adoption of the Replicon solution across the organization. “We’ve had nothing but great feedback,” says Warner.

Minimized compliance risk

Previously, auditors performed manual analysis of the payroll to ensure compliance with labor laws and internal policies. “We had to submit to an audit a year ago, and one of the auditors indicated that we should look into having a more robust payroll process, and that was one prompter for us to look into an automated process like Replicon,” explains Warner. Hyson now has a consolidated, accurate, and timely view of time attendance and time off. The advantage is that the data can be shared quickly and easily with the company’s auditors, which has also reduced audit costs.

Accelerated return on investment

The cumulative impact of increased staff productivity, reduced errors, and lower auditing costs is a complete return on Hyson’s Replicon investment in two months.

The bottom line and the view ahead

According to Warner, Replicon means that Hyson might never look at a manual timesheet again. “In the age of technology, there is no reason we should be pushing paper when we can use a cloud-based system that is so user friendly. Replicon’s robust solution helps us to streamline payroll processes, and is transforming the way Hyson collects, uses, and reports on time data. The integrity of our transactions has increased greatly, and we can more easily comply with labor laws. It’s been a huge asset to the company. Plus, we realized a total return on investment in just two months. What more could we ask for?”

Based on the success of this Replicon deployment, Warner and his team introduced Replicon TimeCost to track the amount of time the company’s engineers spend on projects. Complete transparency into project costs enable Hyson to determine profitability by product line, identify the optimal areas to invest resources, and eliminate unnecessary or excessive project spending.