



"Your Time is Our Business"

Client Success Story:

Delta Steel

Gaining Real Value: Web Enabled Employee Time and Attendance System Tracks Data in Real-Time



"Real time processing also helps with monitoring employee time off. Our company accrues and tracks vacation & sick time in Attendance Enterprise. Managers have the latest time off balances at the ready"

*Janis Villa, HR/Payroll Specialist
Delta Steel*



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Overview:

Tracking time and attendance data for hourly employees once caused challenges for a Southwestern US-based steel processing company. The payroll office depended on technology no longer supported by the vendor, and could only generate employee vacation and time off reports that were weeks out of date. Nor could the system easily monitor the labor hours it took for employees to perform steel processing tasks throughout their eight locations. Now, Attendance Enterprise from IntegrTime Solutions, Inc. streamlines the entire time and attendance process, tracking the data in real-time. The payroll office improved employee time and attendance processing, and the entire company is better informed about employee labor.

About Delta Steel:

Delta Steel, headquartered in Houston, Texas, is a leading provider of steel and pre-production processing. Delta has nearly 400 employees based in eight locations in Texas, Oklahoma, Louisiana and Arizona. The company provides steel production and processing to a range of original equipment manufacturers including shipbuilding companies, steel fabricators and others throughout the Southwestern United States and beyond.

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Past Challenges:

In past years, the company's human resources office used an outdated time and attendance package to track labor and wage data from hourly employees based in the company's eight steel distribution and processing facilities. The system was no longer supported by the software vendor and offered limited functionality.

As an example, management sought to capture and track the amount of labor being expended on particular steel processing tasks such as sawing, burning, and other steel production processes. The old system did not have the ability to track time per job type. Management had no easy way to assess exactly where labor hours were being spent to better manage labor costs.

Another challenge was accurately tracking employee vacation and time off balances. Explains Janis Villa, HR Payroll Specialist at Delta Steel. "With the older software, we could not get an up-to-the-minute look at employee vacation, time off or sick day balances. Essentially, the information we looked at could be as old as two weeks and did not reflect accurate balances." It was a challenge for the company to manage employee time off policy with the outdated information.



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A Timely Solution:

To address these challenges, Villa and the company teamed with IntegrTime Solutions, Inc. (Palmdale, Calif.) The experts at IntegrTime worked with the company to implement Attendance Enterprise, a scalable, web enabled time and attendance system offering robust reporting, accurate time tracking and reporting, and reliable data collection.

Delta Steel installed the latest bar code time clocks in the company's eight locations to collect employee time and attendance data from all the hourly workers, office, warehouse, drivers, and others. IntegrTime also configured several Employee Self Service (ESS) kiosks for administrative staff with a "mix and match" approach to best suit the environment and types of employees using the system.

Attendance Enterprise is based on an SQL database, and easily automates the tracking and calculation of employee labor data with the company's payroll provider. The HR office appreciated the direct support provided by IntegrTime and was quickly up and running on the new system.

Now, hourly workers at each division use the bar code readers to clock in, out and for lunches. They can also transfer to other departments directly at the clock, which is extremely useful. Those employees using the ESS kiosks clock in, out or transfer directly at their workcenters.



Real-time Data:

A key benefit of the new solution is capturing labor data in real-time and tracking employee time by task. Instead of looking at labor totals by department that was weeks old, supervisors view an intuitive dashboard that displays labor totals by process, helping managers manage labor costs more effectively. This function is currently in use in the Smith Pipe Phoenix location. Other divisions in the Southwest US will soon implement the useful dashboards to better improve labor management. Notes Villa, "It is a benefit to us that the system polls the clocks throughout the day, so now we trust that labor reports give a real picture of who is in the plants, and the labor hours that are being spent."

Real-time processing also helps with monitoring employee time off. The company solved the issue of tracking employee vacation and sick time balances in real-time. Employees and managers have at the ready the latest time off balances during a given pay period, and track time off as it is being used.



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Improved Reporting:

The company also benefits from the improved reporting capabilities. They regularly generate overtime reports, distributed hours, exception reporting, and cost center reports – comparing labor totals to previous pay periods.

A particularly useful summary report monitors driver productivity, measuring the time between drivers arriving for their shifts and the time their loads are ready for delivery. IntegrTime configured the new software to help the general manager assess the efficiency of the warehouse operations. This level of detail was simply not available in previous years.



Employee Self Service:

Another benefit has been the use of the Employee Self Service kiosks. The company saves time and resources by empowering office employees to enter and review their time and attendance information online using the Employee Self Service (ESS) option in Attendance Enterprise. Employees use ESS from their PC or from a shared kiosk. No client software is required since ESS uses browser based components.

Conclusion:

The company recently added an additional sister company into the system with 100 more employees. In all, the steel company has improved the employee time tracking process throughout the eight locations. With the real-time tracking and reporting capabilities, Attendance Enterprise enables management to analyze labor data for better-informed decisions related to overtime and staffing. Concludes Villa, "We're benefiting from this new solution, it's very easy to use and we look forward to tapping into more powerful features."



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