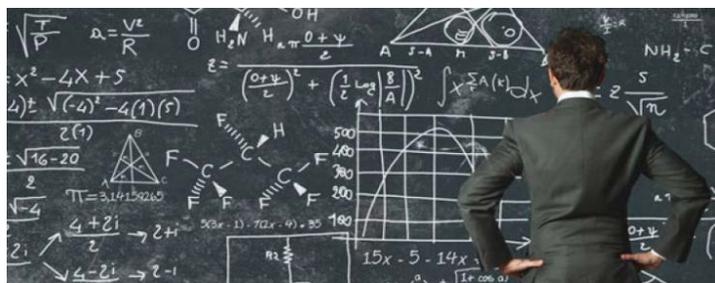**Biznus** *Soft*

SaaS solution provider

Company Profile

Hillphoenix is a leading manufacturer of Display Cases, Specialty Products, Refrigeration Systems, Power Systems and Comprehensive Services.

Hillphoenix's mission is to provide fresh, industry-leading solutions to helpits customers stay relevant and competitively differentiated in their markets through its customer-centric approach to innovation.Hillphoenix "LEAP of Excellence" innovations continue to define an industry. L.E.A.P. is an acronym born of over a century of experience for Hillphoenix. *Learn* customer's business. *Earn* their trust. *Answer* their needs. *Perform* beyond their expectations.

Business Challenges and Needs

Hillphoenix was utilizing multiple HR suites to address their HR business needs and wanted to eliminate the overhead by utilizing a one stop shop HR solution. Hillphoenix was utilizing Newton Software, Kronos and Cort and there were many workflows that Hillphoenix wanted to incorporate in the application and their existing platform could not easily streamline.

Hillphoenix had an older version of Kronos, which was expensive and time consuming to upgrade and was looking for a value-based solution and easy to implement.

After rigorous selection, Hillphoenix SelectedBiznusSoft HRto transform their multiple legacy tools into a **secure Salesforce based one-stop application.**

Some of the other key requirements and pain points were real-time time card reporting, planning for busy seasons, tracking absenteeism, time-off's, planning shifts and locations.
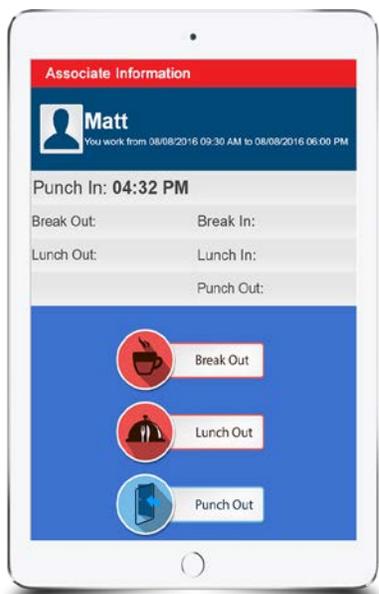
BiznusSoft HR helped in Significant cost savings

BiznusSoft started this engagement with a commitment to deliver in 60 days. BiznusSoft initiated its provenQuickstart implementation approach centered around enhanced collaboration, improveduseradoption, and reducedprojectrisk.

Hillphoenix scored a quick win andwas able tostart using HRMSSoft's Time and Attendance features within 60 days, without disrupting business operations and saving close to 40% in costs of upgrading Kronos. In addition, the BiznusSoft comprehensive **managed services**helpedchangemanagement and user adoption across the entire case division.
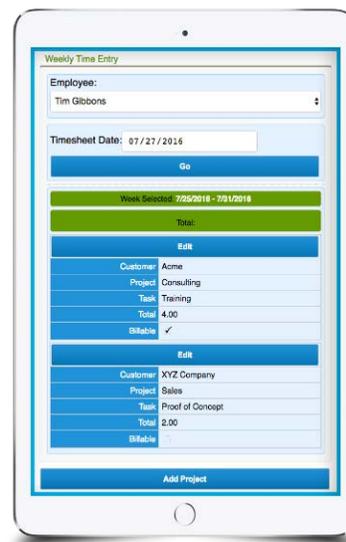
BiznusSoft Time and Attendance Solution

Time and Attendance- As a result of the BiznusSoft Time and Attendance implementation, Hillphoenix exercised better control over workforce absenteeism and prevented stressful attendance management issues. Other advantages that Hillphoenix received:

- ✓ Central repository for all time logs and ease of access using a mobile app.
- ✓ Time and Attendance was compatible with every business model and work environment.
- ✓ It did not require software installation or maintenance
- ✓ Hillphoenix could access precise job costing and resource allocation figures.
- ✓ Hillphoenix was able to visualize employee activity patterns in real time.
- ✓ HRMSSoft allowed for employees to submit logged hours for approval to supervisors remotely.
- ✓ HRMSSoft enabled GPS stamping of employee time entries that allow supervisors to specifically identify the employee's location.
- ✓ HRMSSoft eliminated buddy-punching and improved discipline
- ✓ Hillphoenix had access to schedule and shift management

- ✓ Managed exceptions through an easy to use timecard review interface.
- ✓ Used state of the art identification technology to ensure secure access
- ✓ Understand labor costs through accurate and compliant timekeeping

Dashboards/Reporting- Hillphoenix could analyze employee activity patterns through capturing time data from a mobile phones, tablets, PC's and by leveraging HRMSSoft's real time reporting and special case tracking (e.g. FMLA, etc). This ensured each team member hadaccess to organize wide data analytics as well as individual performance indicator metrics to better plan their work.

TimeClocks– Hillphoenix saw an immediate outcome of BiznusSoft TimeClock implementation in improved time discipline for the 1500 employees. TimeClocks also helped Hillphoenix restrictthe areas from where time can be logged. BiznusSoft supported both Android and Windows time clock for HillPhoenix.

Applicant Tracking– HRMSSoft's Applicant Tracking module fully automated the recruitment process and simplified the publication of new job openings. Hillphoenix could share new job openings internally, externally, and on the most popular job searching websites all from a single page. HRMSSoft also providedHillphoenix with a detailed 360-degree view of applications for tracking all candidates. Some of the other highlights include:

JobRequisitioning
Once submitted for approval by authorized individuals at Hillphoenix, human resource managers can quickly validate the information to approve the job listing and/or make any corrections as needed.

Applications
Hillphoenix recruiters benefit from an efficient overview of each and every stage. Not only does it facilitate monitoring the status of all candidates that have applied, but it also makes applications easily accessible.

Tracking
Apart from tracking applications by Hillphoenix HR, they can also select multiple applicants and move them to the next step. The system allows for candidates to be placed on hold , rejected and even reset candidates, who have been rejected.

Onboarding
Hillphoenix HR personnel can onboard the candidate or reject them if need be.

Job Request Approval Center
Our Job Requisition Approval Center is designed to provide HR personnel an overall view of any activation requests.

Security
Throughout the system, Hillphoenix has firm data validation and logical checks in place to ensure that inputs are accurate and any attempt to by-pass the system is prohibited.