



HRMS Solutions, Inc.



Success Stories

Perfumania, Inc.

**The Customer:**

Perfumania, Inc.

**Industry:**

Retail

**Employees:**

3,500+

**Geography:**

Headquartered in Sunrise, Florida with over 300 locations

**Solution:**

Sage Abra HRMS

**Modules:**

- Abra HR
- Abra Payroll
- Abra Alerts
- Abra Attendance
- Abra OrgPlus

*“Sage Abra HRMS is a good system and offers excellent value. The software easily paid for itself in the first year.”*

Wendy Mahle • Vice President of Human Resources and Payroll • Perfumania

**Perfumania Smells Sweeter With Sage Abra HRMS**

Perfumania, America’s largest retail fragrance company, had a big problem with its payroll, tax, and human resources (HR) software. “Basically, our system was broken,” says Wendy Mahle, Vice President of Human Resources and Payroll. “The HR and payroll software were not user-friendly and slowed down the work process. The report writer was cumbersome, very difficult to teach to end-users, and couldn’t produce the reports we wanted. And we were tired of feeling at the mercy of external providers who charged a fortune for very poor technical support for payroll and tax services.”

Perfumania conducted an exhaustive search before purchasing a new HR and payroll package. “Our main criteria were affordability, ease of use, and versatility, since we are in 37 different states plus Puerto Rico,” explains Mahle. “The software also needed to integrate with our point-of-sale systems. We selected Sage Abra HRMS because it gives us a very rich mix of features for the price.”

After choosing Sage Abra HRMS, Perfumania selected HRMS Solutions, a national provider of workforce management software and Sage Software Authorized Partner, to assist with

implementation, training, and ongoing support. “We chose HRMS Solutions because they were flexible and very willing work with our internal IT team. They offered full support and quickly emerged as our clear winner.”

“Our IT team wanted to be very involved in the implementation and HRMS Solutions was willing and able to work with them on that. HRMS Solutions monitored every step of our implementation – they let us complete what our IT team felt comfortable doing and took over those parts that we did not, or could not, complete ourselves,” Mahle continues. “Everything was done on-time. We actually went live ahead of schedule. We were very pleased.”

“Often, organizations like Perfumania choose Sage Abra HRMS because of the functionality, usability and ease of adopting. The Abra Payroll engine was designed to meet the needs of multiple industries and businesses, each with their own distinctive needs. This design has allowed companies like Perfumania to easily process their 3,000 employee payroll at over 300 locations in nearly 40 states,” says Mario Orellana, VP Professional Services for HRMS Solutions.



Authorized Partner

## “HRMS

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### Advancing to Sage Abra HRMS

Perfumania now uses Sage Abra HRMS from Sage Software to manage all its payroll and HR functions. Abra HR tracks detailed employee information, including date of hire, contact information, benefit enrollments, leave plans, and vacation time. It is fully integrated with Abra Attendance for monitoring employee hours, with Abra Payroll for preparing paychecks, and with the company's point-of-sale (POS) systems, creating end-to-end efficiencies.

“Abra HR is extremely easy to use,” Mahle says. “We quickly add new hires into the system—an essential benefit because we sometimes add more than 600 people in a single week during holiday periods. To spend 20 or 30 minutes typing each employee into multiple systems would be a nightmare.”

### Rapid Reports

Other timesavers have come from Sage Abra HRMS reporting features. “Abra HR's report writing features are so superior that we now produce reports that used to take hours in just a few minutes,” Mahle notes.

“Discovering Abra HR can determine review periods was a huge win for us,” she continues. “We perform biannual personnel reviews. Without an automated system in place, we often missed people or reviewed others before they were due. With Abra HR, we enter data when an individual is hired, promoted, or changes salary. Then we run a simple report in February and August to create a foolproof review list.”

### Abra Payroll Pays Off

Because of Abra Payroll and HRMS Solutions, Perfumania has brought its payroll functions in-house. “Our payroll can be complicated,” admits Mahle. “We capture hours with traditional time clocks and sales commissions via our registers with point-of-sale software. Additionally, we pay a management bonus plan.”

HRMS Solutions developed connections between Perfumania's existing time/bonus

databases and Abra Payroll, so the entire payroll process could be processed smoothly, without any manual calculations.

“Abra Payroll interfaces with the point of sale software used in the cash registers in each of our stores,” says Mahle. “The point of sale software captures data on employee sales, computes bonuses, and uploads everything to the payroll software. The same thing happens for vacation accrual. What's great is we don't have to enter anything ourselves. Abra Payroll performs the calculations and cuts the checks, or makes direct deposits to the employee's bank account.”

The move has proved to be cost-effective. “Abra Payroll allows us to do all of our payroll processing, with the same amount of staff as when we outsourced. We're saving 30 percent of our administrative costs in payroll and tax.”

### Abra Attendance

Similarly, Abra Attendance is integrated with the rest of the system for further efficiencies. “Our payroll is directly tied to attendance, so having automatic accruals through the Sage Abra HRMS system is wonderful,” says Mahle. “We offer two different personal plans, four sick plans, and five vacation plans, so manual calculations would be extremely time-consuming. We love having Sage Abra HRMS do the work for us.”

“Sage Abra HRMS is a good system and an excellent value,” Mahle concludes. “The software easily paid for itself in the first year. And our long term partnership with HRMS Solutions helps ensure we are getting the full value out of our investment in Sage Abra HRMS. It's very easy for my staff to reach out to HRMS Solutions. Their team is never too busy to support us.”

## PERFUMANIA

AMERICA'S LEADING PERFUMERY CHAIN

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