



HROnline Is A Ringing Success For Beacon Enterprise Solutions Group

Telecom Enterprise Streamlines HR Functions

Client Profile

Client Information:

Beacon Enterprise Solutions Group, Inc.

Number of Employees:

95

Number of Locations:

3

Headquarters:

Louisville, Kentucky

Industry:

Telecom

Web Site:

www.askbeacon.com

Beacon Enterprise Solutions Group, Inc. (Beacon) was formed by the consolidation of four independently successful companies in the IT and Telecom service sectors. Today, Beacon is a unified, single-source provider of technology and telecommunications services, from software development and infrastructure design to interconnect voice/data, security and systems integration. Serving customers globally, Beacon is headquartered in Louisville, Kentucky, and has offices in Ohio and India. To consolidate and streamline its vital human resource functions, Beacon turns to HROnline from PeopleStrategy.

Centralize Vital HR Functions

When the consolidated company was formed just one year ago, one of the challenges it faced was rolling out a full-featured HRIS (Human Resource Information System) accessible to the personnel at each of its offices.

“We were looking for a comprehensive, single source solution that would accommodate benefits administration and compliance tasks, and would integrate with our outsourced payroll provider,” recalls Paige Reh, executive office manager for

Beacon. “We met with PeopleStrategy through a Web cast. The software’s broad functionality and reporting flexibility appealed to us. And the fact that it is a hosted solution meant that we could be up and running quickly with virtually no burden on our IT department.”

Eliminate Routine Manual Tasks

Reh is a busy individual, managing HR and payroll tasks for the company’s 75 stateside employees. HROnline helps streamline administrative tasks and serves as the company’s comprehensive HR database.

“We’ve eliminated a great deal of manual entry, which frees up my time,” she says. Now, rather than fielding e-mail requests, telephone calls, or handwritten notes requesting time off or reporting an address change, Reh can apply her energies to more strategic endeavors.

Reh is looking forward to using HROnline to facilitate the upcoming open enrollment process. Employees will make all their benefit elections online, eliminating a time-consuming manual process. Already, Reh is taking advantage of the software’s ability to export data in virtually any

CHALLENGE

With multiple locations, Beacon Enterprise Solutions Group sought an HRIS that was accessible to all of its staff members, yet could be administered centrally.

SOLUTION

HROnline is a comprehensive, single-source solution that accommodates benefit administration, time and expense, entry, and compliance tasks, and integrates with the company’s payroll service provider.

RESULTS

Much of the manual data entry has been eliminated in Beacon’s HR department. Open enrollment, time collection, expense entry, and routine benefit changes are all accomplished online. Time saved may be used for more strategic tasks..

PeopleStrategy Background

PeopleStrategy's HROnline is designed to meet the needs of today's mobile business environment and the changing role of Human Resources. HROnline is custom-tailored to fit your HR workflow processes.

Automate your HR functions from benefits to compensation to performance to learning with industry-leading resources while providing your employees secure 24/7/365 self-service access through any Internet connection. But that's only the beginning. HROnline gives small and mid-size businesses the risk management services and workforce productivity tools that were previously out of reach to all but the largest enterprises.

format as she sends employee census data to various insurance carriers to get updated policy quotes.

Employee Self-Service Portal

In addition to providing Beacon's management with a single-source solution for managing human resource tasks, HROnline is the employees' self-service portal. A single employee self-service screen hosts all employee-facing functions, from time and expense entry to benefit and time off information. "We can even include company documents like our employee handbook, news, and benefit information," Reh adds. "It has become a resource center for our employees."

Streamline Time And Expense Entry

Before the merger, each of the four companies kept track of employee time in different ways. HROnline provides for a single consolidated time entry function that employees can access from any computer with Internet access. "Employees enter time right from their computers—our remote employees access the time entry program over the Internet from their laptop computers," explains Reh. "Managers then approve the timesheets online, so that on payday, all we need to do is export a data file from HROnline to our payroll service, PayCor."

An unexpected benefit of HROnline for Beacon is the expense recording function within the system. "Our employees can enter their expenses and submit them for approval through HROnline," says Reh. "It eliminates all those spreadsheets and ensures that everyone is using the same form. It also streamlines the approval process."

"HROnline has eliminated the manual data entry that used to be required to keep up with our HR tasks. It's an efficient, full-featured, and cost-effective solution."

Match Your Company's Workflow

HROnline is a flexible and customizable solution that Beacon has adapted to fit its specific business processes. "The software lets us configure our own workflow. Time-off requests, expense reports, and beneficiary changes automatically route to the appropriate manager for approval," Reh explains.

Reh appreciates the many reports included with the software, and the inherent ability to customize those reports to meet Beacon's specific needs. "I run a report each month that compares our benefit costs with the premiums we are collecting from employees—this ensures that we don't miss anything," she says.

"HROnline has eliminated the manual data entry that used to be required to keep up with our HR tasks. It's an efficient, full-featured, and cost-effective solution," Reh concludes.



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