

CASE STUDY

ROBINSON LIMITED

Executive Summary:

Robinson Limited has over 320 employees and several different locations. While they are a successful business, their time-reporting and payroll processing systems were running inefficiently. Problems in these areas increased costs, decreased efficiency, and made tracking and entering hours difficult.

Robinson had previously used a Professional Employer Organization (PEO). However, instead of developing solutions to decrease costs and increase efficiency, this PEO required Robinson Limited to use the PEO's systems.

This inflexibility caused even more inefficiencies.

For example, when running payroll, Robinson Limited had to enter the same payroll information twice into two separate systems.

Another problem arose from Robinson's policy of providing employees with different levels of bonuses based on the hours spent on specific tasks.

Namely, they were stuck with an inefficient timekeeping system. They did not even have an employee management program that notified them when employees were approaching overtime.

Challenges:

Managing a construction business is challenging even at the best of times. Robinson Limited has to manage many large-scale jobs and hundreds of employees. At the same time, they had to handle administrative tasks such as payroll and benefit changes.

Their old system was inefficient and cost hundreds of hours a year in administrative work. To keep their business running, Robinson Limited needed to implement a more efficient administrative system. Their first PEO made life even harder.

Then, Robinson Limited started working with Zamp HR. In the process, they found a partner who could help them create a more efficient administrative management system. By signing on with Zamp HR, Robinson Limited was able to:

- ***Develop a more efficient payroll management system***
- ***Create a better worker time management system***
- ***Save time and money when running the administrative side of their business***

A Successful Approach:

After parting ways with their old PEO, Robinson Limited partnered with Zamp HR.

The results could not have been more different.

By creating a new process for entering payroll, Robinson Limited no longer had to spend eight to ten hours a week entering the same payroll information into two separate computer programs. Now, Robinson Limited's software only needs twelve keystrokes to run payroll.

Zamp HR then developed a solution for timekeeping. Managers could now respond to requests for time off much quicker. Employers and executives could immediately evaluate the hours spent on specific tasks.

Additionally, Zamp HR implemented an OSHA-approved safety program and helped manage OSHA inspections and audits. These efforts have saved Robinson Limited time and reduced stress.

“The Team at Zamp HR is sincerely interested in helping us succeed in our business. We found our original PEO would keep us up to date on law changes or benefit changes, but that is where their involvement ended. With Zamp HR, they listen to our challenges and then, as a true Partner, help us find solutions to our challenges.”

Results that Make a Difference:

Zamp HR's work has allowed Robinson Limited to focus on its construction business, instead of wasting time with inefficient administrative systems. Jared, co-owner, considered his experience with Zamp HR to be “outstanding.” Jared goes as far as to recommend working with Zamp HR “even if you have been in business 20+ years.

“The Team at Zamp HR is sincerely interested in helping us succeed in our business,” Jared noted. “We found our original PEO would keep us up to date on law changes or benefit changes, but that is where their involvement ended. With Zamp HR, they listen to our challenges and then, as a true Partner, help us find solutions to our challenges. And when the laws change, or the benefit details change, they educate us and then participate with us in a strategy session of the best way to address the changes and implement the solutions into our business. In summary, our prior PEO was an ‘educator’ versus the Team at Zamp HR being a ‘strategic partner’ in our business.”

Zamp HR can help you manage your team. By finding solutions to payroll issues and helping you manage other administrative aspects of your business, you can focus on providing excellent customer satisfaction and growing your business. Contact us today to find out how we can provide customized solutions to help improve your business.