ExakTime
by ARCORO

Construction's Top 5 Reasons to Ditch Paper Time Cards:

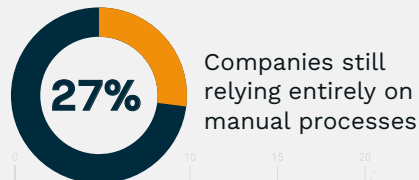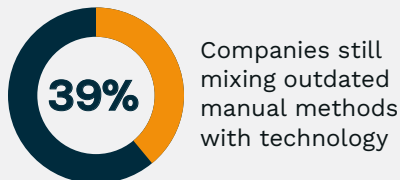## A Business Case for Automating Time Tracking

How Paper Time Tracking Lets You Down

Picture this: It's Friday afternoon, and your payroll manager is frantically rifling through stacks of crumpled, coffee-stained time cards. She's squinting at illegible handwriting, trying to decipher whether that smudge says "7:30" or "9:30." Meanwhile, three of your best workers haven't been paid correctly in weeks, and they're starting to look elsewhere for work.

This scene routinely plays out in construction offices across America. While your crews use cutting-edge technology to survey land and plan complex projects, your HR department is still trapped in the Stone Age of paper time cards.

According to Arcoro's 2025 State of HR Technology in Construction report, a staggering 39% of companies still mix outdated manual methods with technology, while 27% rely entirely on manual processes. That's nearly two-thirds of construction companies choosing inefficiency over innovation.

When your HR team stops drowning in time card chaos, they can finally focus on what truly drives your business forward.

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The cost of this resistance to change runs deeper than you might imagine. Cloud-based HR technology increases efficiency for 44% of HR leaders while directly reducing costs for 35% of organizations. Companies that embrace automated time tracking witness dramatic transformations: administrative time vanishes, paperwork costs evaporate and costly payroll errors become a distant memory.

But here's what really matters: When your HR team stops drowning in time card chaos, they can finally focus on what truly drives your business forward. Instead of spending hours deciphering handwritten scrawls, they're developing talent. Instead of chasing down missing time sheets, they're boosting employee engagement. Instead of fixing payroll mistakes, they're planning strategic growth initiatives that give your company a real competitive edge.

The Hidden Cost of Paper Time Cards

Every paper time card in your office tells a story of missed opportunities and mounting frustrations.

They're an Open Invitation to Time Theft

Your paper time cards are sending a dangerous message to your workforce: "Go ahead, fudge those numbers." Whether its intentional buddy punching or innocent memory lapses about start times, those "harmless" extra minutes accumulate into hours of unearned wages. You're literally paying for work that never happened while your honest employees watch their dishonest coworkers game the system with impunity.

Human Error Becomes Your Daily Nightmare

When was the last time you received a paycheck you couldn't cash because someone misread a "7" as a "1"? Your workers face this frustration regularly. One in five employees experience paycheck inconsistencies every month, and HR Morning research reveals that 18% of business leaders identify payroll complexity as their biggest challenge with distributed teams.

Each mistake erodes trust, damages morale and forces your best talent to question their future with your company.

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One in five employees face paycheck errors every month—each mistake chips away at trust and morale.

Your Money and Time Disappear Into a Black Hole

Behind every paper time card lurks a hidden army of costs. Someone must collect those cards from job sites scattered across town. Someone must manually transfer that information into payroll systems, essentially doing the same work twice. Someone has to dig through filing cabinets to complete compliance reporting like Davis-Bacon Act certified payroll requirements.

The paper itself keeps costing more. The individual time cards seem cheap, but multiply that by dozens of workers across multiple sites, week after week, and you're hemorrhaging money on what should be a simple process.

Revolutionize Your Business' Time Tracking

Imagine walking into your office on Monday morning knowing that every hour worked is accurately recorded, every paycheck will be correct and every compliance report can be generated at the click of a button. This isn't a fantasy, it's the reality for construction companies that have ditched their paper time cards.

Here are the top five ways digital time tracking will transform your business:

1. Time Sheets That Never Get Lost, Damaged or Delayed

Remember the last time a crucial time card went missing between the job site and your office? That sick feeling in your stomach when you realized a week's worth of payroll data had vanished? Digital time tracking eliminates this nightmare forever. When your crews clock in from their smartphones, that data instantly appears in your payroll system. No more panicked searches through truck cabs or tool boxes. No more delayed paychecks because cards got damaged in the rain.

2. Crystal-Clear Data That Never Lies

OnePoll's study for Bic USA Inc. found that 45% of Americans can't even read their own handwriting, and seven out of 10 struggle with their coworkers' penmanship. Mobile time tracking apps eliminate

> **Your payroll team shouldn't need to be handwriting experts to do their job.**

human error completely. Every number is perfectly clear, every calculation is precise and overtime hours are automatically flagged for compliance.hours are automatically flagged for compliance.

3. Freedom From the Rising Cost of Paper

Paper prices have skyrocketed since 2021, with increases continuing year after year according to PCI Group. Raw material scarcity, energy costs, supply chain disruptions, environmental regulations, labor shortages and import tariffs are all driving prices higher. A mobile app frees you from paper dependency while making your entire operation more efficient and secure.

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4. Payroll Processing That Actually Makes Sense

According to Arcoro's research, 22% of construction companies still process payroll manually. Picture your payroll manager spending hours converting hours and minutes to decimals, calculating taxes and deductions, double-checking every entry for errors. Now imagine that same process taking minutes instead of hours. Digital time tracking integrates seamlessly with payroll systems, exporting attendance records in seconds and ensuring every paycheck is accurate and on time.
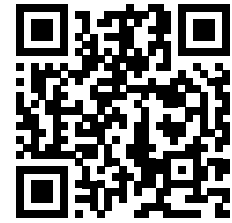
5. The End of Time Theft as You Know It

Buddy punching costs your company more than you realize. When employees clock each other in and out, even an extra 15 minutes per day adds up to over an hour of unearned wages per week. Multiply that across your workforce and you're looking at thousands of dollars in stolen time annually.

Buddy punching can drain thousands of dollars from your business every year.

Digital solutions use facial recognition to ensure only the actual employee can clock in. GPS and geofencing technology shows you exactly where employees are when they clock in, creating virtual boundaries that eliminate off-site time theft. You'll know precisely which hours were worked at which job sites, giving you unprecedented visibility into labor costs and productivity.

Scan this QR code to learn exactly how much money you can save with ExakTime by Arcoro's digital time tracking.

Your Construction Company's Digital Future Starts Now

The construction industry stands at a crossroads. Companies that embrace digital transformation are pulling ahead while those clinging to paper processes fall further behind. Your competitors who have already made the switch aren't just saving money, they're attracting better talent, winning more bids and building stronger businesses.

The question isn't whether you can afford to upgrade your time tracking system. The question is whether you can afford not to. Every day you delay costs you money in wasted administrative time, payroll errors and stolen hours. Every week you wait makes your company less competitive and your employees more frustrated.

Your crews deserve accurate paychecks. Your managers deserve reliable data. Your business deserves to operate with the same technological sophistication you bring to every construction project.

The paper time card era is over. Your digital future is waiting.

About Arcoro

Arcoro is on a mission to elevate the people who build our world.

We offer an all-in-one HR technology platform purpose-built for the construction industry. Our solutions help construction companies manage their unique workforce needs, including hiring, managing and growing their teams.

Arcoro offers the most ERP integrations of any HR software provider, seamlessly connecting to construction payroll, accounting and project management software, including Sage.

Backed by best-in-class customer support, over 7,000 companies rely on Arcoro to save time, improve accuracy, reduce risk and lower workforce costs. Learn how Arcoro helps elevate the construction industry at Arcoro.com.

Hire
Streamline applicant tracking and onboarding.

Manage
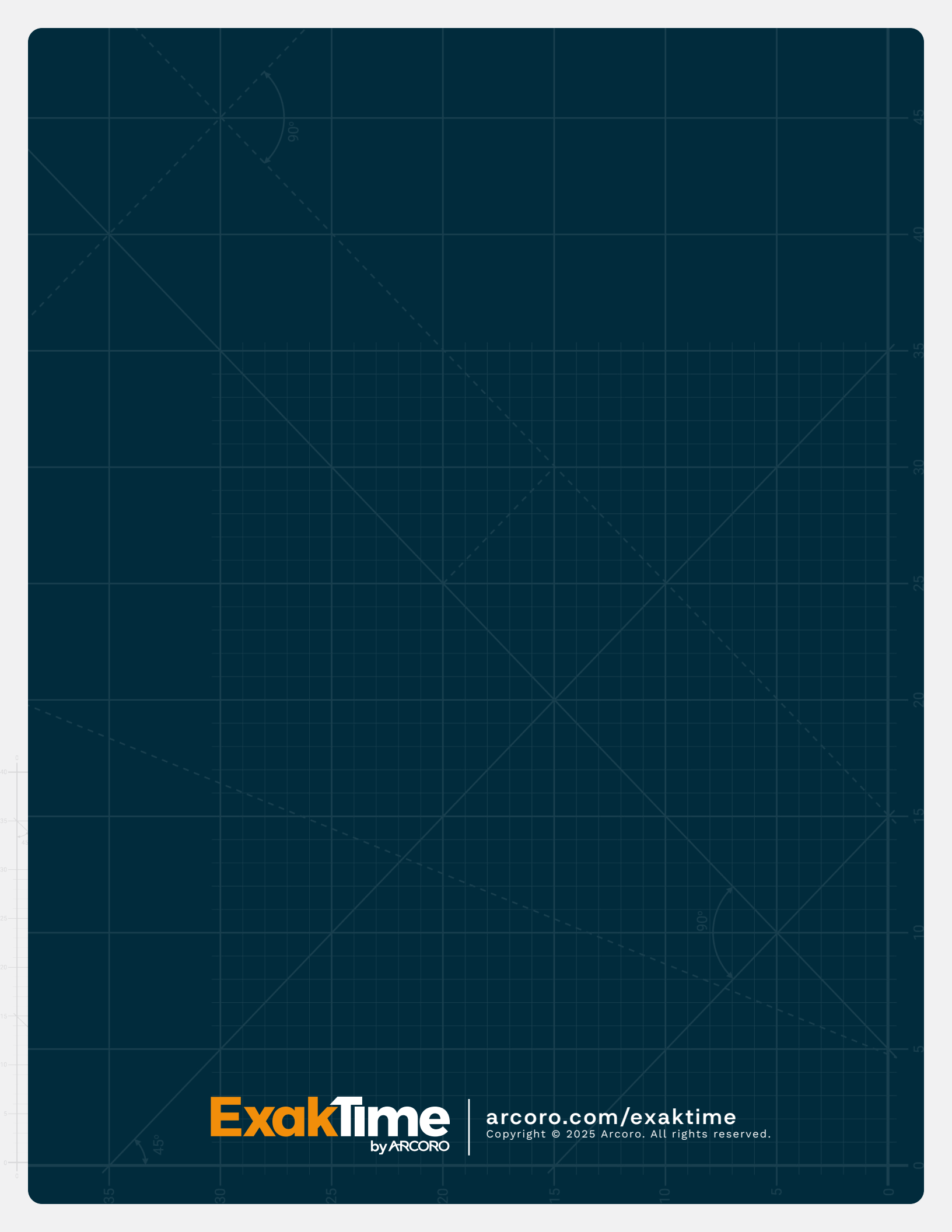Manage core HR, benefits, safety, and ACA compliance.

Time
Simplify time tracking and payroll.

Grow
Support employee growth with performance & learning.

Advanced Analytics Insights powering every step of your workforce journey