

Rapidly Growing Construction Firm Finds Scalable Solution

Rapid growth is often a goal for many construction companies, but it can cause issues if it isn't managed correctly. For example, an East Coast construction company with 300 employees doubled its revenue in three years, going from \$500 million in 2020 to \$1 billion in 2023, but it didn't have an integrated, scalable software solution that could keep up. Instead, its disparate systems forced staff to complete some processes manually, which took way too much time. With a 15-member HR team focused on employee relations, benefits, payroll and compliance training, the company was looking for a scalable solution to match its rapid growth while allowing them to focus on more strategic initiatives, including recruiting and performance management.

Challenge:

The problem was the company's software didn't integrate. It was basically a "Frankenstein model" with bolt-on systems. De-centralized organization within the company resulted in employees using multiple disparate systems, dividing the company. Why? Divisions were given the freedom to make their own decisions about which software to buy, but the end result was the company owned several systems that didn't work together. Staff ended up working in software silos, i.e., solutions that didn't talk to each other so one set of employees didn't know what the others were doing, resulting in a communication breakdown as well as redundant manual entry.

Case in point, its onboarding system didn't talk to its HRIS or applicant tracking system (ATS) so when it came time to onboard new hires, all paperwork had to be done manually. This became a huge challenge, and a drain on HR's time, when the company had to onboard a couple hundred employees in one week.

The company needed a full suite solution like an ATS, Onboarding, Core HR, Learning Management and Benefits, that integrated with Sage. It chose Arcoro.

Solution:

The company implemented Arcoro's ATS, Onboarding, ExakTime and Core HR software. Core HR integrates with Sage 300, making it easy to manage employee data. Arcoro's Core HR feeds employee data, like demographics, pay IDs, deductions and tax information, into Sage 300 CRE, streamlining payroll processing and keeping benefits deductions, direct deposits, taxes and more in sync. This payroll integration alone saved the company about eight hours per payroll person, per week – equaling 24,000 per year for the entire payroll team.

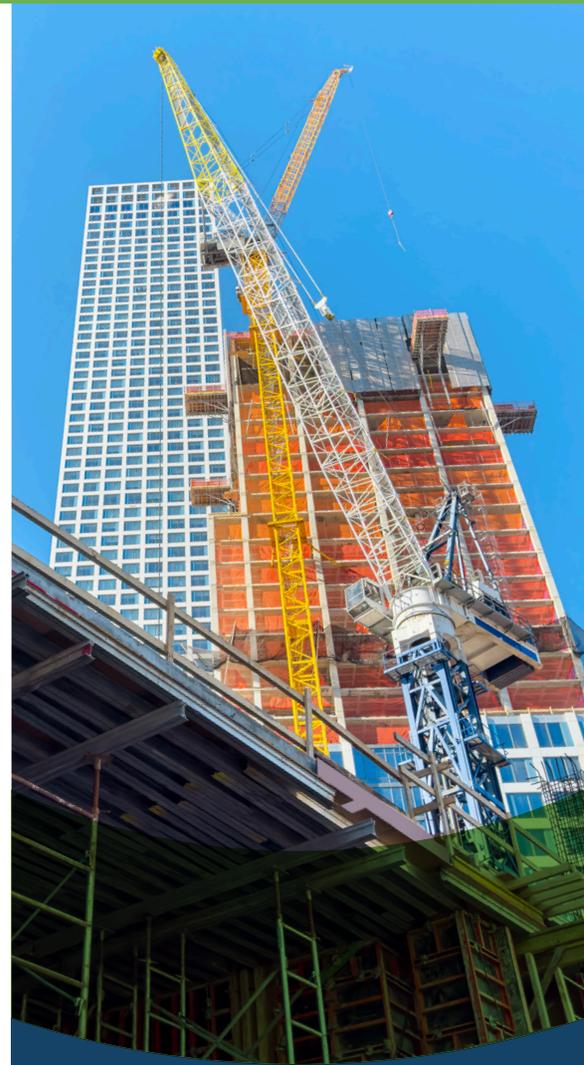
New employee data is also integrated with ExakTime for time tracking, ensuring information is accurate and up to date without any manual intervention. As an added bonus, the HR team no longer had to manage timecards being submitted via email.

The company also wanted to offer development internally to focus on encouraging their employees to grow their careers within the company. It opted to add Arcoro's Performance Management, Learning Management and Succession Planning, which could deliver leadership and compliance training as well as 9-box matrix review modules.

Prior to implementing Arcoro's Succession Planning, the company was using spreadsheets to track which employees were ready for promotion. Using the software modules allowed them to identify five behaviors it wanted out of its leaders and tied those behaviors to the performance management module.

Improving its HR processes with Arcoro provides the company with more time and data needed to achieve its strategic goals, like growing and maintaining a strong workforce that's committed to the company's future.

Ready to re-focus on your company's goals? [Contact us to schedule a live demo of Arcoro's modules.](#)



Goals

- Eliminate manual processes
- Ditch disparate software systems for ones that integrate with Sage
- Identify employees for company leadership positions

Results

- Automated onboarding process for hundreds of employees, saving time
- Seamless integration to Sage for payroll processing, saving 24,000 hours per year
- Identified five leadership traits and tied them to performance management