



## ***Profile Developments selects Softworks for powerful, scalable Time and Attendance management***

### **Case Study**

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## Overview

Profile Developments is a manufacturer of a unique range of composite doors under the brand The Palladio Door Collection. Based in Ireland, they trade across Ireland, the United Kingdom and mainland Europe and employ over 200 people.

Profile Developments had a Time and Attendance system in place but discovered it could not easily adjust to their requirements as they added employees and expanded their product offering, instead it would need to be entirely upgraded.

Conrad Ryan, IT Administrator explained

**“ Simply put, we outgrew our current system. We had no real upgrade path and would have had to pay outright for an upgraded version of what we already had. ”**

**“ We needed a system that would grow with us as we expanded and added new product lines instead of having to upgrade every few years. ”**

## The requirement- powerful functionality with scalability

Profile Developments went to market for a Workforce Management solution that could manage their complex employee time, attendance and scheduling/rostering requirements while being flexible enough to adapt as their organisation changed. Another important consideration was that the selected system would be able to interact with their manufacturing scheduling and payroll systems. The system needed to be able to combine time and attendance data with rosters and pay rules to create a file of hours worked for each employee for payroll.

Commenting on selecting Softworks, Conrad Ryan, IT Administrator said

**“ The most important thing was that the Softworks Account Manager and Project Manager were able to come up with solutions. A lot of companies say they need to think about it, with Softworks the solution is ready there. ”**

## The solution

Profile Developments selected an on-premise version of Softworks Workforce Management solution with:

- Time and Attendance Management
- Absence Management
- Employee Scheduling/Rostering
- HR Management
- Clocking
- Payroll Integration

The Softworks Project Manager worked closely with Profile Development's IT Administrator to ensure all the company's rosters and work rules were accurately captured in the new system.

Commenting on the initial project phase, Conrad Ryan, IT Administrator said

**“ It was challenging to capture all our shifts in the system but anything I needed doing my Project Manager was there to help. ”**

The company has a mixture of office staff and factory workers with rosters that may change depending on the level of production volume required to meet customer demand. A comprehensive list of shifts and rosters was created in the system. Clocking was configured for employees using both facial recognition and card fob terminals. Rostering/Scheduling information combined with Time and Attendance data and pay rules configured in the Softworks system allow a file with hours to pay, to be created for import into the payroll system.

### The benefits

#### Scalable workforce management

Profile Developments is now benefiting from fully automated management of their employees' time, attendance, absences and holidays through Softworks Workforce Management System. The system has been configured to match their current requirements but they will be able to easily add more employees or configure new rosters or pay rules as and when needed.

#### Accurate payroll information

One of the main benefits of the system is the ability to manage complex pay rules by combining time and attendance and roster information. The Softworks system calculates hours to pay by automatically combining clockings, attendance and roster information to create a file that can be imported to the payroll system. This saves time, eliminates any manual workarounds and ensures accurate payroll data.

#### Health & safety

As part of their new system, Profile Development selected Softworks Contactless Facial and Temperature Recognition terminals to provide a secure and accurate means of recording employee time and attendance. The temperature recognition feature helps ensure the health and safety of employees by issuing an alert should an elevated skin temperature be recorded on clocking.

### The future

Taking full advantage of the scalable nature of the Softworks System, Profile Developments has plans to start using HR features such as Skills and Training management in future.

Conrad Ryan, IT Administrator explained

***"We are a manufacturing company so we naturally have a lot of Health and Safety and Training inputs and will be looking to manage these through the skills features of the HR system in the future."***



## About Softworks

For over 30 years, Softworks has been helping organisations to manage the working day in a way that makes them more productive and profitable by adding value to their operations. Softworks helps organisations streamline processes, increase productivity and reduce costs through improved management, scheduling and utilisation of labour resources. Softworks offers reliable, easy to use, intuitive solutions for employee time and attendance, scheduling, flexible & remote working, HR, absence management and project tracking allowing organisations to drive efficiencies, better ensure compliance, reduce errors and improve reporting – all while promoting a safe and positive working environment for all employees.

For further information about Softworks solutions:

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