

CASE STUDY: Non-profit Industry

HRMS Saves Non-Profit Valuable Time and \$100,000 Per Year in Labor-Intensive HR Database Management

Sunshine Terrace Foundation® is a non-profit health care organization that has provided quality health care for 60 years, serving over 250 patients each day.

Always looking for ways to maximize the budget, Sunshine Terrace management reviewed costs associated with managing human resource functions. This analysis showed that the homegrown HR system that had been developed in-house was costing the organization hundreds of thousands of dollars to maintain. Approximately \$100,000 in labor per year was being spent on system maintenance and this did not include the thousands of hours that went into adding new features that were needed by the department.

David Seria, director of human resources said, "I recall one report we needed took nearly 5,000 hours of labor and approximately six months to complete. Our homegrown system was costing us exponentially more per year in programming hours than had we implemented a true HR management system. It just didn't make sense to keep the program in place."

After deciding to research hr management systems, Seria found Ascentis HR. Ascentis HR automates HR workflow processes to enable HR departments to improve management of employee compensation and benefits ranging from personal data, benefits, compensation plans and modeling, leave/vacation, COBRA, OSHA compliance and more. Ascentis HR's custom reports feature allows users to generate information within minutes – a feature critical to Sunshine Terrace's operations.

Significant time savings achieved

Time is valuable to Sunshine Terrace, and Ascentis HR helped Seria's department save thousands of hours previously spent adding new features and functionality.

"Ascentis HR saves us valuable time," said Seria. "It addresses all of our HR needs and improves our time management. For example, when we had to generate

COBRA reports previously, it was extremely difficult. Now, the program is set up to help us quickly generate COBRA and EEO reports and save valuable time."

Seria also said that Ascentis HR has sped up the entire process of managing information, freeing him up to focus on more strategic initiatives. "Because my role has expanded, I don't have as much time to spend on day to day HR tasks, meaning I've delegated most tasks to my assistant. The ease of use and intuitive nature of HROffice has made it easy for my assistant to enter data and perform other functions, which frees me up for strategic planning."

Regulatory requirements and training now easier to manage

Sunshine Terrace also conducts mandatory training on a variety of topics. With Ascentis HR, they are able to monitor who has received training, who needs training, and provide reports to the various government agencies.

"We provide mandatory staff training on numerous topics ranging from therapy to Medicare, and need to ensure our staff is up to date on their training requirements and be able to provide reports on training to meet state, federal, and JACHO requirements to prove who has received training and when," said Seria. "In the past, it was a big problem trying to stay on top of this information since we had one big manual to refer to and paperwork gets lost – making audits a nightmare. Now, Ascentis HR enables us to see who needs training – all of which is critical in staying on top of our many regulatory requirements. Plus, we're able to reduce errors since we're able to account for all of our training."

In summary, Seria says, "Everyone should have Ascentis HR; it is user friendly and enables us to get work done quickly. We are extremely pleased by not only the time savings but also the cost savings we've realized as a result of implementing Ascentis HR."

For more information about Ascentis HR and payroll solutions, call 1.800.229.2713, visit www.Ascentis.com, or e-mail info@ascentis.com.

Copyright © 2009 Ascentis Corporation. All rights reserved.