O&K American Streamlines Timekeeping and Payroll with HULFT Integrate

The HR team now spends 80% less time scheduling and reporting

O&K American Corp. is a leading Japanese-owned manufacturer of cold-heading quality steel wire products for both domestic and overseas automotive markets. It is based in Chicago, and its parent company O&K, Ltd., is located in Osaka.

Manual processes and disconnected enterprise systems created too much work for the HR team

O&K has more than 100 production workers across two facilities operating 3 shifts during the week. As typical of an American manufacturer, the administrative and HR teams work normal business hours Monday through Friday, so they rely on timekeeping systems and employee rosters to understand what's happening across their two plants.

The HR team was spending 8-10 hours per week manually entering data and analyzing it to determine if shop floor employees were working the hours as scheduled and if they were logging unapproved overtime hours. Most of the effort was data reconciliation to ensure its accuracy.

O&K's workflow involved using ADP Workforce Now applications to manually enter employee shift schedules from an Excel spreadsheet, then printing a paper report for review by supervisors. The HR team then manually entered any edits and notes back into ADP Workforce Now. These manual steps took too much time and were error prone, and so the company's finance, HR and IT leaders met to determine what better solutions were available.

Customer Challenges
- Conducting manual data uploads and downloads between ADP Workforce Now and ERP system built on IBM iSeries
- Process took 8-10 hours of HR manager's time per week
- Lack of automated data integration meant greater chances for error

HULFT Solution
- HULFT Integrate provides more robust enterprise integration of data and automation of workflows between iSeries, ADP and Microsoft systems
- HULFT Professional Services added value by custom designing a workflow between three enterprise systems with an ideal data quality rate

Results
- Removed manual processes to achieve time savings of 40 HR hours per month
- Cost savings measured by less administration time and greater reporting accuracy
- HR team uses newfound time to work on more strategic tasks
- Increased visibility into labor scheduling, overtime reporting
- Streamlined O&K's payroll process

"Spending 1.5 days reconciling payroll was taking away from the time that could have been allocated to other projects."
--Tori Bazille, HR Manager

An automated data integration workflow for HR today, and soon other systems

After evaluating several solutions, O&K selected HULFT Inc. to automate its time reporting process, and ideally, decrease the time it took to analyze employee timekeeping and complete the payroll process by 50% or more.

O&K deployed the HULFT Integrate platform, which serves as an automated data integration platform that extracts active employee data from ADP Workforce Now, and populates it into a new SQL database where the record of employees is stored. Now, using HULFT Integrate, the employee shift schedule spreadsheet is automatically uploaded into ADP Workforce Now. Additionally, reports of actual time-clock punches and finalized work schedule data are extracted into spreadsheets for easy analysis.

"We were able to implement HULFT within 8 months, which is relatively fast given the custom ERP solution we had and other integration points that were required. HULFT's professional services team was with us every step of the way and their expertise in the manufacturing sector made a big difference," said Randy Welsh, O&K's Computer Systems Manager and Environmental Health & Safety Manager.

Instead of spending 10 hours per week, the HR team now only spends 2 hours per week reviewing employee time reports and the staff schedule. This process is 5 times faster and less error prone, according to Tori Bazille, HR Manager for O&K.

With this HULFT first project complete, Mr. Welsh is currently working on other data integrations at O&K. They will soon implement a learning management system (LMS) from a third-party vendor that helps the company keep track of all its training and safety programs. Using the same employee system of record used in the prior HR project, they can track the progress of each plant employee as they progress through the training programs for safety and operations.

When the LMS project is complete, O&K's management has a number of projects in store that will help the company complete its digital transformation and further automate its production facilities for greater profitability and efficiency.

About HULFT Integrate

HULFT Integrate is an automated, low-code data integration solution that takes actionable data and delivers it into a business application, intelligence tool, or workflow to achieve better business outcomes. It eliminates error-prone, time-consuming, productivity-sapping manual integration processes. HULFT Integrate is securely compatible with all major data destinations.

Whereas most data extraction tools require significant manual interaction such as uploading the file, waiting for results, downloading the data, and then manipulating it to the right format, HULFT Integrate connects that data to any database directly.

With a library of more than 600 business adapters, HULFT can connect to practically any enterprise system or data source. The company also offers HULFT Data Capture, which leverages leading OCR technologies to help customers extract and validate critical data, and HULFT Transfer (HULFT8), the most time-tested managed file transfer solution on the market today.

HULFT also offers a fully managed integration solution for many use cases to support companies with limited IT budgets and staff.

Together, HULFT products and managed services provide a one-stop shop to take businesses from data disparity to data dominance.

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