

Client Details

Marketing and Warehouse Services

350 wse's

Services Leverage

Audit and Module Build

Challenges to Solve

General Ledger Mapping

The group had updated their GL mapping in 2023. Since then, they've had some system updates and general changes that were causing the reports to come out with errors and default mapping. The group didn't know where to begin to update the mapping and were not able to find the help they needed to update the mapping appropriately.

Inefficient Setup

There were areas in this group's system that needed some updating. First, their labor allocation structure was built around financial reporting needs without consideration for HR and administrative reporting needs.

To overcome this, the group had a number of custom files set up. It just wasn't working for them in the way they had hoped. They needed someone who could help them determine the best way to get their reporting

needs met. They knew this included adding to their current labor allocation setup and wanted a partner who could help make the additions with minimal interruption to day-to-day activities.

Not Able to Use ATS

This group went live with ATS during their initial implementation. Since then, their entire team turned over and had little to no training on how to use Paycom ATS.

Because of this, they fell into old ways and started doing all of their recruiting outside of Paycom. They understood they were paying for ATS still and wanted to give it a second go, they just didn't know where to start. They wanted someone who could give them the hours of help and hands-on training they desired.

Where Clarity Is Making a Difference

General Ledger Mapping Updates

Clarity helped the group with general ledger mapping maintenance. We were able to jump in and learn how the mapping was set up. From there we were able to update exceptions and reduce the number of post payroll updates needing to be made.

System Updates

- *Position Management*
 - Helped the group define positions and guided them through the process of seat management.
 - Helped with importing the setup and updating other areas of the system impacted by the addition of seat management.
 - Helped with updating one-off situations that did not follow the position seat norm.
- *Adding Additional Levels of Labor Allocation*
 - Organized a launch plan and reviewed the best option for timing.
 - Guided group on which items needed to be defined in advance of the update.
 - Added and Imported new options and employee default assignments.
 - Guided the group on how to update timecards to ensure there would be no issues with payroll.

Applicant Tracking Setup and Training

Guided the group through every part of ATS setup and trained the team on how everything tied together. Helped the team develop a start to finish process for

recruiting that included requisition creation through onboarding. Ran through example scenarios with "practice" candidates and then helped the group with their first live posting.