

Abra

CUSTOMER

Professional
Datasolutions, Inc. (PDI)

www.profdata.com

CORPORATE PROFILE

Headquarters

Temple, Texas

Type of Business

A leading provider of software and services in the convenience and petroleum industries

Number of Locations

Three

Number of Employees

200+

SYSTEM PROFILE

- Abra Employee Self-Service
- Abra HR
- Abra Payroll
- Abra Recruiting Solution
- Abra Suite

Professional Datasolutions, Inc. Grows with Abra Suite

Growing from 70 employees to over 200 in less than six years is what most companies only dream about. But, when it does happen, it is an HR nightmare.

Professional Datasolutions, Inc. (PDI) is a leading provider of software and services in the convenience and petroleum industries. When business started taking off, it became obvious their homegrown HR system would no longer be able to keep up.

“We have some unusual benefit programs,” said Kirk Fischer, PDI’s VP of finance and administration. “We went with Abra HR because it [gives you] the ability to build your own formulas and rules, and it was a clear ‘head and shoulders’ above other choices in terms of the architecture and functionality.” In addition, PDI simultaneously added Abra Payroll because, together, they were a “good value for the money.”

Gaining Hours Everyday

“I’m no longer the Q&A person, and I have time to do the things I need to be doing,” said Jan Grimsley, PDI’s director of HR. “By giving employees convenient access to personal information, such as



vacation availability and benefits elections, the company has experienced cost-savings and increased productivity – thanks to the reduced number of regular employee calls leaving time for more strategic activities.”

Abra HR helps manage company benefits programs with benefits administration tools, including tracking and preparing reports to ensure government compliance, and electronically storing employee forms and certificates. For example, their Open Enrollment set-up – often a very time-consuming task – was completed “in an afternoon using the copy function of the Rate Table,” said Grimsley.

CHALLENGE

Find dynamic, cost-effective HR/payroll solution to shorten the payroll process and reduce HR department’s Q&A tasks.

SOLUTION

Abra Suite, the market leader in HR, payroll, benefits, and compliance solutions, meeting the needs of small to medium-sized companies.

RESULTS

- Benefited from more efficient and cost-effective payroll solution.
- Experienced cost-savings and increased productivity.
- Made information accessible to employees and managers via the Internet.

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*Jan Grimsley
Director of HR
Professional Datasolutions, Inc.*

Using the Internet to Reduce Workloads

"We wanted to take the next step and become Web-enabled," said Fischer. "So, we purchased Abra Recruiting Solution and Abra Employee Self-Service."

Abra Recruiting Solution converts resumes received from the Internet, fax, or mail into electronic files for continuous applicant matching and ranking against open requisitions – all while helping to track hiring expenses.

"Recruiting Solution's ability to keep track of resumes and streamline the sending of acknowledgement letters has greatly reduced the tedium of our HR department," added Fischer.

Plus, with Abra Employee Self-Service, information like paid-time-off and current benefits elections is accessible securely to employees and managers. As a result, PDI can share information with employees online.

"For example, employees can look at their W-4 online," said Grimsley. "If changes need to be made, the form is attached and [the employee] can submit the changes right away." In addition, Abra Employee Self-Service allows PDI's employees to view paycheck history, paystub details and direct deposit transactions online.

Shortening the Payroll Process

Abra Payroll, combined with the functionality of Abra Employee Self-Service, has reduced PDI's payroll workload by a "half-day per pay period," according to Fischer, because the payroll department no longer has to "stuff envelopes or pass out paychecks."

Senior management likes it too, reported Fischer. "It's easy to look up things like available vacation balances or pay history when going through reviews or approvals."

With PDI's positive Abra experience – and Fischer being a firm believer that "push technology is better than pull" – the company has decided to add Abra Alerts, a proactive information distribution system, to help support their continued growth.



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