

## Unaka Corporation

Unaka streamlines human capital management with Kronos Workforce Ready.

### Challenges

From its headquarters in Greeneville, Tennessee, Unaka Corporation operates in diverse industries, from food packaging to the manufacturing of grills, folding furniture, and contract items. With locations in numerous states, Unaka encountered challenges in using manual processes to hire and onboard new employees, track employee time and attendance, and ensure compliance with varying labor laws. Multiple payroll systems that weren't well integrated made gaining a companywide view of workforce data difficult. And whenever the payroll manager needed a report, an IT employee had to gather the data and create it.



### What Unaka needed was a solution that could:

- Deliver a single unified platform that connects all applications and provides one master record of employee information from all locations
- Streamline and organize the hiring and onboarding process and simplify benefits administration to engage new hires and increase employee satisfaction

### Customer Snapshot

Industry: Manufacturing

Business Needs:  
Human Capital Management  
Human Resources  
Time and Attendance  
Payroll  
Absence Management

Business Size: Small and  
Medium-Sized Businesses

Location:  
Greenville, Tennessee

### PRODUCTS

Workforce Ready HR  
Workforce Ready Time Keeping  
Workforce Ready Accruals  
Workforce Ready Payroll  
Workforce Ready ACA Manager  
Kronos InTouch Timeclock



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### Unaka streamlines human capital management with Kronos Workforce Ready.

- Track employee time and attendance and accrual information and report on this information by location and companywide
- Consistently apply each location's pay and work rules — and each state's labor regulations — to ensure payroll accuracy and minimize compliance risk
- Operate in the cloud and automate and streamline payroll processing to improve productivity and provide fast, easy access to robust reporting

#### Solutions

Using a cloud-based Kronos® Workforce Ready® solution, Unaka has streamlined human capital management processes and has gained visibility into real-time data to attract and retain talent, improve employee engagement, and mitigate compliance issues across the entire employee lifecycle.

#### Workforce Ready HR

- Experience seamless applicant tracking, hiring, and onboarding using a single platform
- Utilize checklists that help deliver a consistent onboarding experience to engage employees from the start
- Optimize employee satisfaction and engagement with simplified benefits administration, streamlined performance management, and more accurate compensation management
- Engage in proactive compliance with changing labor laws and regulations, such as the Fair Labor Standards Act (FLSA) and the Affordable Care Act (ACA)

#### Workforce Ready Payroll

- Automate and streamline the payroll process and reduce payroll processing time with configurable checklists and fast access to reports and data
- Deliver perfect paychecks every payroll and ensure accuracy of employee withholdings with automated tax table updates
- Empower employees with self-service capabilities for viewing pay statements and submitting direct deposit information

#### Customer Snapshot

**“Kronos has helped us in productivity and labor costs because our supervisors are not spending as much time trying to input hours and making sure things are correct.** It really simplifies all of our jobs.”

#### **Sue Brown**

Payroll Manager and Deferred Benefits Manager

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### Unaka streamlines human capital management with Kronos Workforce Ready.

#### Workforce Ready Time Keeping

- Streamline time tracking with automated collection of time and attendance information and conversion of worked hours to payroll
- Apply user-defined pay and work rules to help improve payroll accuracy and reduce compliance risk
- Gain insight into approaching overtime to better manage labor costs
- Improve employee engagement through real-time access to time and attendance and accrual information

#### Results

With Workforce Ready, Unaka's human capital management processes are now seamless — from hiring, onboarding, and benefits enrollment to timekeeping, payroll, and absence management. Time savings with the elimination of manual processes — including payroll processing and granting of vacation requests — has increased productivity and reduced labor costs. Employees use self-service tools at on-site kiosks to print pay statements and request time off, saving time and increasing employee engagement. They also feel confident their paychecks are accurate. Managers at all levels have fast, easy access to detailed reporting of workforce data, helping them make informed decisions.

#### UNIFIED PLATFORM

Integrates all applications for easy access to total functionality

#### PRODUCTIVITY IMPROVEMENTS

with automated payroll processing increase accuracy and labor savings