

How Ryobi Die Casting increased employee satisfaction and time spent on the floor with Paycor.



Scott Shepherd, Senior Human Resources Manager, Ryobi Die Casting

“ Paycor has allowed us to streamline processes. Our HR team is able to spend less time at their desks and more time out with our associates, hearing how they’re doing, *solving problems and building relationships.* ”

Prior to Paycor

Ryobi Die Casting is a tier-one automotive supplier and industry-leading manufacturer of die cast aluminum parts. Ryobi’s HR team needed a more robust suite of HR solutions that their previous provider couldn’t offer. The product could handle basic payroll and time and attendance, but as Ryobi grew, they were forced to find other alternatives for their recruiting, onboarding and performance management needs. **With multiple systems, the HR team was spending more time entering data than interacting with employees on the floor.**

With Paycor

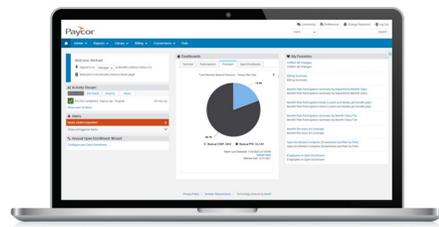
Previously, open enrollment was manual. Now, after completing their third enrollment electronically, Ryobi’s on-site benefits help sessions have decreased each year. **Ryobi hires 150 employees on average each year, and Paycor’s Onboarding solution has created numerous efficiencies including integrated background checks and customized onboarding profiles.** With automation, Ryobi has reduced personnel expenses and allowed HR to increase the amount of time spent interacting with associates.

Challenges

- Duplicate manual entry
- **Multiple HR systems to manage**
- **Lacked a unified HR experience**
- Manual open enrollment

Solutions & Key Features

- **Automation across all aspects of HR**
- Certified background checks
- Customizable onboarding groups
- **Personalized benefits support tool**



60%

of HR’s time is now spent resolving problems on the floor.

Before Paycor, the HR generalist spent less than 50% of their time on the floor. For manufacturers like Ryobi, these interactions are critical to increasing satisfaction and overall retention.

8% Increase in Employee Satisfaction Rate

With more time to focus on employees, satisfaction has increased by 8% in Ryobi's most recent climate survey.

Reporting

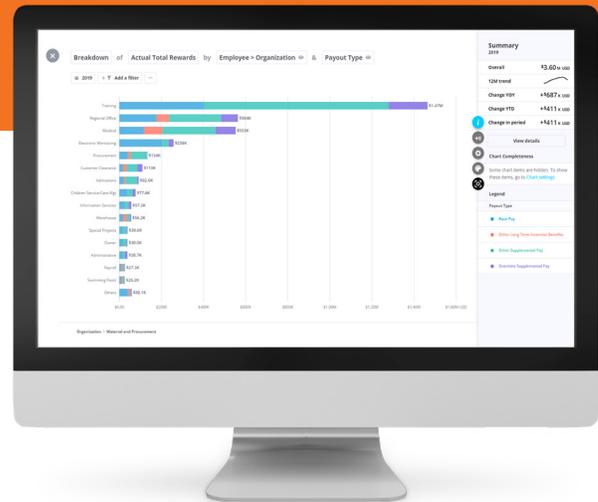
Paycor provides HR leaders with interactive dashboards and customizable reporting around overtime tracking and projections, headcount, turnover and more. **Instead of tracking data in Excel, Scott can easily access the data he needs to share with leadership.**

Industry Expertise

When Scott or a member of his team contacts Paycor for help, he speaks to an expert who knows his business. **According to Scott, "When we need help, we're talking to someone who's been helping us on a recurring basis. Having that expert available prevents us from having to explain the same issue over and over again."**

Ryobi Die Casting partners with Paycor to streamline processes, manage employees and increase efficiencies.

- Onboarding
- HR
- Payroll
- Time
- Benefits
- Reporting



"One thing that led us to selecting Paycor was their implementation strategy. Some platforms made it clear that the workload for our HR department would be extreme. Paycor's strategy was much more of a teaming process. **We had a dedicated team that met us throughout the process"**

– Scott Shepherd

