

# Case Study: Starcross Construction, Inc.

## How Salarium Boosts Starcross Timekeeping and Payroll Efficiency by 650%

### INTRODUCTION

A general works contractor, Starcross Construction, Inc. began its operations in 2014. They have undertaken small to medium-sized projects, including providing design inputs and engineering solutions as value-added service to their clients.

Starcross employs a very lean finance and administration team working on payroll and other administrative tasks. With limited resources, Starcross is finding ways to improve finance and administration efficiency and productivity. To meet their objectives, they need to reduce timekeeping, payroll, and payout processing, but how? This is when Frances Camille De Vera, Starcross Finance Head & Administrator found Salarium.

### STARCROSS CHALLENGES

One of Starcross' challenges is to accurately monitor and track attendance of employees on project sites. Fingerprint biometric scanner is used to capture employee attendance. They have to physically visit the site and download biometrics backup data. Additionally, there is the need to go onsite to check if employees indeed reported for work. It is burdensome for the Human Resources (HR) personnel to perform this task as it wastes time and effort.

As COVID-19 pandemic continues to threaten the public and economy, businesses are getting more vigilant about workplace safety. Using the fingerprint biometric device is one of Starcross' major concerns as it may affect the overall safety of employees and the workplace.

A major challenge for Starcross apart from tracking employee attendance and employee safety, is manual processing of payroll and payout. Payroll cut-off period is adjusted to 5 days before payroll release to accommodate late, absences, undertime, and overtime adjustments. With only two (2) employees working on both administration and manpower payroll, and the need to ensure all adjustments are completely recorded, they realized the need to switch to automation for them to improve efficiency and accuracy.

"Tedious timekeeping and manual payroll processing of about 5 (12-work hour) days, equivalent to 7.5 regular work days, is back-breaking and prone to error. It is like a never-ending task. There is no other way to solve these challenges but to fully automate the burdensome processes," said Frances Camille De Vera, Finance Head & Administrator at Starcross.



## THE SALARIUM SOLUTION

Salarium offered its highly configurable Time & Attendance solution for Starcross to accurately track and transparently monitor their employees' clock-in and clock-out records in REAL TIME. With Salarium Time & Attendance solution, Starcross easily sets up schedules, file/approve leave, undertime/overtime requests, and create attendance reports -- just in a few clicks. This method totally eliminates the need to physically check on project site employees, reducing transportation cost and increasing productivity of HR personnel.

The Web Bundy timekeeping method, an alternative solution to fingerprint scanning, enables Starcross employees to safely clock-in and out, reducing the probability of COVID-19 or any virus infection. Filing of undertime, overtime, and leave requests, including approvals, can be completed quickly through any device -- mobile or PC -- anytime, anywhere. Payslips are conveniently accessible and downloadable for future references. All these functions are available through Salarium Employee Self-Service (ESS).

Salarium Payroll, combined with SALPay secure payout, solution accurately processes payroll and payout in just a short period of time. Salarium completed all the required conditions by Starcross including grace period, overtime, and undertime adjustments. Starcross found convenience in employee payroll payout through SALPay. It is linked directly with the Salarium Payroll module to ensure accurate and seamless payroll payment to Starcross employees without the need to go through banks.

"Choosing Salarium is the best decision we made. We can now process payroll and disbursement in ONE day! No strenuous timekeeping monitoring as we are updated in an instant. Employees are now more disciplined and the level of responsibility improved a lot. These are highly tangible results that Starcross is reaping by using Salarium," said Frances.

## THE RESULTS

**Significantly reduced timekeeping, payroll, and payout processing to 1 day, 650% improved efficiency.**

**Decreased payroll personnel overtime work promotes company goal of "Work-Life Balance".**

**Safer workplace through Web Bundy.**

**Discipline among employees and level of responsibility greatly improved.**

