



SOFTWARE THAT FACILITATES EMPLOYEE DEVELOPMENT

In an industry that averages 23% turnover, Atwell-Hicks, a 101 year old professional services company based in Ann Arbor, Michigan, has reduced its turnover rate to 9%, while sustaining a 25% per annum growth rate. The secret? In a word, training.

This Midwestern contractor firmly believes that continued training, in the form of its internal Atwell University, provides a superior workforce to compete in the marketplace. Partnered with a flexible HRIS system to define, administer and track course enrollments, certifications and licenses, Atwell-Hicks continually invests in the development of its staff for long term success.

“NuView’s HRIS supplies a critical component – information”, says Kelly Tapp, Team Leader, Staff Training & Development. “In the 10 months we have had the system, we have saved time and money by extracting information to create reports and forms for managers quicker than ever before.”

Although NuView’s core module was HR & Benefit Administration, Atwell-Hicks focused intensely on the Training Administration module to reflect their extensive training environment and requirements. NuView’s unique design allowed Atwell-Hicks to make these strategic changes to align with its corporate mission to Be the Best: Every Project, Every Day and dominate every market they serve through total commitment...

“Every employee has been able to access their training history online. It empowered them to track their development progress at the company. We also use the certification option to track professional licensure and required certifications” adds Tapp.

KEY REPORTS FOR MANAGEMENT

Having a powerful reporting system within the HRIS means greater visibility within the organization and the ability to provide critical reports to upper management. HR Team and Group Leaders, Stephanie Price and Kathy Trader, respectively, attest that “upper management is happy with the data we can garner from the system to help them analyze trends and prepare for future growth and other strategic planning initiatives.”

Price and Trader add that “the President and VP’s get monthly headcount reports, the CEO gets quarterly numbers and any member of the management team can get customized reports at their request.”

IT LOVES IT

Michael Stys, Group Leader, Technology Services, says that the NuView System has “bridged the gap between management and human resources. The field level security is vital in allowing ESS/MSS accessibility. NuView’s customizable fields and modules, as well as point-in-time reporting, were special considerations in our selection of NuView’s HRIS.” Adds Price & Trader, “the system is extremely user-friendly. You don’t have to be technologically savvy to understand how to use it.”

INDUSTRY:

Services

NUMBER OF EMPLOYEES:

425

NUMBER OF LOCATIONS:

8

MODULES LICENCED:

- HR & Benefits
- ESS
- MSS
- Recruiting Management
- Training Administration
- Succession Management
- Metrics

CUSTOMER SINCE:

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“The software does not put limitations on creative use of technology”

“Managers and employees are impressed at the speed we can get reports”

“The system is extremely user-friendly”

FINDING THE RIGHT SOLUTION - MANY FACTORS

Although Atwell-Hicks did not issue an RFP, they had a clear sense of system requirements, from both an IT and User (functionality) perspective.

Factors included:

- Windows-based
- Browser-enabled
- Customizable fields and modules
- Self-Service
- Human Resources
- Recruiting & Staffing
- Training Administration
- Point-in-time Reporting
- Security
- Data maintained “in-house”
- Price

Kelly Tapp, Team Leader, Staff Training & Development, points out that “other software solutions we evaluated only allowed the tracking of training. NuView provided much more, including the ability to enroll employees in classes or programs, automatic wait listing, the ability to define prerequisites and auto generation of all associated correspondence (confirmations and reminders).”

Ultimately, after an extensive six month search, Atwell-Hicks selected NuView for its customizability, flexibility, functionality and powerful reporting capabilities.

CONFIRMED RESULTS

The main benefits that Atwell-Hicks has realized from implementing NuView’s HRIS include:

- Streamlined process through Employee & Manager Self-Service
- Paperless, electronic organization
 - Eliminated excess HR paperwork
 - Employees access personal information w/o HR involvement
- Report Writing capabilities for any field in the database
- Performance Reviews readily accessible on-line
- Information stored in a single location for greater efficiencies
- License & Certification Tracking
- Faster response times to employees and managers
- Time & Cost savings
(ROI estimate of \$ 75,000 in the first year)
- Convenience of working from home and accessing data

SINGLE BIGGEST IMPACT AT ATWELL-HICKS

“The ability to customize anything means the system reflects our unique environment, and the way in which we do things” according to Tapp.



ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced technology, across the enterprise, on a worldwide basis. NuView Systems’s clients use our flexible technology to achieve their HR strategic vision. These organizations enjoy improved organizational effectiveness and global recognition for the strategic delivery of HR & Payroll services to their employees.

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