# Rapidly transforming the payroll process amid HRMS outage

Streamlining payroll processing with Alteryx automation

During the busy holiday season, an outage in the client's HRMS platform posed a challenge in processing payroll for employees. To address this, an alternative solution was implemented using Alteryx apps to automate timesheet verification and submission. The solution ensured efficient and accurate payroll processing during a critical time, enhancing operational efficiency and employee satisfaction.

## The Objective:
Finding an alternative solution for urgent and accurate payroll processing

The objective was to find an alternative solution to compute employee payroll amounts and enable the payroll team to process payments urgently and accurately, following an outage in the client's Kronos HRMS management platform during the busy holiday season.

## The Challenge:
Overcoming an outage in the HRMS platform during the holiday season

The challenge arose when the client's Kronos HRMS management platform experienced an outage during a crucial time, preventing HR from accessing timesheet information and disbursing payroll to employees. With the time-sensitive nature of payroll processing and the holiday season adding to the urgency, finding an immediate alternative solution was imperative to ensure accurate and timely payment to employees without any further delays.

## The Solution:
Streamlined workflows and automated data refresh

The project was deemed highly critical, and a two-week deployment plan was devised to build an Alteryx solution to extract timesheet data from workday and push the results downstream for verification so that accurate payments could be made to employees. Three independent Alteryx analytical apps were developed and deployed on the server environment to help business users and managers use their AD credentials to sign-on to the Alteryx gallery and verify and validate the timesheets before final submission.

**1.** **The first Alteryx app verified correct charge code:** Managers downloaded the timesheet template for consolidating/ verifying the hours submitted by employees and they could adjust the hours.

**2.** **The second Alteryx App validated the timesheets:** The app checked for human errors based on pre-defined rules established by the HR department. Any error detected was flagged to the Manager so that the timesheet could be adjusted accordingly.

**3.** **The third Alteryx App was used to submit the validated timesheets to the payroll team:** The paychecks were processed, and disbursement of employee's salary accurately was completed.

## The Impact:
## Increased efficiency, timely payments, and improved financial stability

The implemented solution resulted in significant time savings for managers, automating the verification process and saving them 2-3 hours daily. It enabled timely paychecks and bonuses for **approximately 27,000 personnel** during the holiday season, ensuring financial stability and employee satisfaction. By **preventing up to $10 million** in weekly incorrect payments through improved paycheck verifications, the solution enhanced financial accuracy and reduced potential losses for the organization. Overall, the impact was reflected in increased efficiency, timely payments, and improved financial stability.

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