

Pulling the Pieces Together for Efficient Human Resource Management

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iHouse Inc.

The Human Resources Department is aptly named. In larger corporations (1000+ employees), there are numerous resources available to help staff manage the flow of employee information. There are payroll systems, time and attendance systems, applicant tracking systems, benefit administration applications and more. When all these systems work in concert, employee management can be a seamless and efficient task. According to Bill Snyder, CEO of iHouse, Inc., that's not always the case. "Frequently these systems don't work well together," he says. "When something changes in an employee's status, for example, the new information has to be entered into multiple systems, each with a different format. It's inefficient and it increases the chance for errors, which manifest themselves in the form of incorrect paychecks, dropped benefit coverage and overall employee frustration."

iHouse, however, is able to optimize the performance and efficiency of the systems and improve the quality of information within them. The firm writes electronic interfaces between each system and helps clients integrate the various employee management systems, and not only within the HR department. iHouse can also integrate the employee management system into the general ledger in the finance department and into accounts payable for travel and expense purposes, for instance. According to President Steve Riese, iHouse also writes interfaces to communicate with systems outside the company, such as an insurance carrier or other third party administrators.

iHouse Products and Services

- HR/Payroll System Conversions
- Project Management
- Interface Development
- Total Compensation Statements
- Outsourced Payroll Management
- System Analysis and Design

While there are a few comprehensive systems that include most HR functions, Riese says they are usually cost prohibitive. And it's rare to find one that offers the best of every function. "One may have an excellent compensation management module, but a weak benefits system, or a great payroll system but no time and attendance system at all," he explains. "Our services allow our clients to pick and choose the best available module for each of their particular needs or to add modules as the company's needs change."



Left to Right: Steve Riese (President), Cherie Barnier (Director of Total Outsourcing Solutions), Dan Roberts (Vice President), Bill Snyder (CEO and owner)

Functional Services Branch Growing

In addition to providing technical services, iHouse recently opened a functional service center in Milwaukee that enables corporations to totally outsource their HR and payroll transactions. According to Riese, the firm has been performing payroll processing services since its inception. "We've always done these sorts of tasks, using staff augmentation to help companies through various situations," Riese says. "But we've built up our functional experience to the point where we can do a better job for our clients than they may be able to perform internally."

In addition to tasks such as setting up garnishments, processing payroll and other human resource transactions, the service center also offers a product called Total Compensation Statements that generates a summary of employee compensation that includes base salaries and employer-paid benefits such as insurance and 401(k) company matches. "Surveys have shown that the average employer pays an additional 40 percent in benefits, but many employees don't understand their benefits or the monetary value of those benefits," says Snyder. "With a Total Compensation Statement, we're able to help clients show employees exactly how valuable they are to their employer. It's an excellent retention tool for our clients, which leads to a more stable workforce, helping employers avoid large turnover and training costs."

iHouse works with firms throughout the United States to ensure their HR, benefits and payroll departments are well designed, efficient and effective. It has been in business since 1995 and continues to build a strong reputation for quality, experience and responsiveness.

iHouse

HR, Benefits & Payroll Consulting

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