



Abra Suite®

CUSTOMER

Haartz Corporation

CORPORATE PROFILE

Headquarters

Acton, Massachusetts

Type of Business

Manufacturing

Number of Locations

6

Number of Employees

360

SYSTEM PROFILE

Abra Suite®

Abra HR®

Abra Train®

Abra Custom Panels

Automotive Fabric and Trim Manufacturer Improves Reporting Capabilities, Enjoys Worry-Free Compliance with Abra Suite

Headquartered in Acton, Mass., Haartz Corporation is the world's leading supplier of automotive topping fabrics, and a leading manufacturer of engineered moldable interior trim coated foam materials.

Through its commitment to ISO quality standards, the company produces a wide variety of quality-engineered, soft-trim materials for car convertibles, recreational boats, and other industrial applications. Haartz also offers molded door panels used in many popular vehicles, such as the Ford Focus and Nissan Maxima, and instrument panels for the Buick Rendezvous and Mazda Tribute.

Founded in the 1920s, Haartz operated without an HR department for more than 70 years. During that time, HR tasks were divided among a variety of positions, and several departments maintained paper files. When Dianne Jopling, Haartz's HR director, was asked to start the company's HR department in 1994, she knew she needed a software system to simplify processes and maintain accurate historical data. After a

one-year selection process, the company purchased Abra Suite from Dresser & Associates, a Best Software business partner.

Documenting and analyzing history

After implementing Abra Suite, Haartz quickly experienced the benefits of HR automation. Using Abra HR, Haartz can track and report on critical employee information in a matter of minutes. "We've eliminated the time spent searching through incomplete paper files, and gained reliable historical data at our fingertips," said Jopling.

She and her team currently use the report writer in Abra HR to create budget projections, employee counts from surveys, and annual salary reviews. "Abra HR is a great analysis tool. It's been instrumental in helping us figure out the company's pay structure. And, we love being able to produce benefit letters using the software's built-in report writer. It's improved our communication with employees and helped them better understand the cost of employer-paid benefits."

CHALLENGE

Automate HR processes and gain capability to accurately track and report on workforce trends and compliance-related data

SOLUTION

Abra Suite, the market leader in HR, payroll, benefits, and compliance solutions, targeting the needs of small to mid-sized companies

RESULTS

- Saves time with accurate historical data and worry-free compliance tracking
- Ensures employee competency levels remain high so company can maintain commitment to quality and innovation

"The paper files [we used before] provided absolutely no control over our training records. With Abra Train, we easily track new and recurring training requirements by job title, and prepare up-to-date compliance reports. We're even able to send a copy of employee training records to managers to support performance appraisals, Abra Train makes standards compliance trouble-free. The auditors love it."

*Dianne Jopling
HR Director
Haartz Corporation*

Haartz also benefits from Abra HR's comprehensive standard reports library and forms. "To prove EEO compliance, we used to spend hours manually counting employees," said Jopling. "With Abra HR, it takes just 10 minutes to prepare the same report. That's a nice productivity boost for us."

She added, "We also use Abra HR to schedule company-wide meetings. Since we need to ensure the manufacturing lines are always running, we've set up panels of employee groups that can be assigned to different meeting schedules. It used to take us a whole day to prepare meeting assignments. Using Abra, it takes just 30 minutes."

Supporting continuous improvement

Haartz's HR department also uses Abra Suite to proactively manage and update the company's ISO, QS and TS certifications; in turn, helping the company improve procedures, processes, and results. Compliance with industry standards is vital for manufacturing companies like Haartz, because the costs associated with noncompliance are unrecoverable.

Abra Train helps Haartz track an average of 10 training requirements for each of its 290 U.S. employees, and more than 300 courses. "The paper files [we used before] provided absolutely no control over our training records. With Abra Train, we easily track new and recurring training

requirements by job title, and prepare up-to-date compliance reports. We're even able to send a copy of employee training records to managers to support performance appraisals," said Jopling. "Abra Train makes standards compliance trouble-free. The auditors love it."

Responding to continuous change

Abra Suite has helped Haartz gain control of critical employee information, improve corporate communications, and increase HR productivity. The company's executives have also gained peace of mind using Abra - knowing Haartz is in full compliance with federal requirements, and employees are up-to-date with the latest manufacturing certifications.

Jopling concluded, "Without a doubt, Abra Suite has enabled us to become more adaptable and responsive to workforce trends and changing regulations. We no longer conduct headcounts, or worry about proving standards compliance, because all the vital data we need is in Abra Suite. Knowing we can access the information whenever and however we need it helps us ensure employee competency levels remain high - so Haartz can maintain its commitment to quality and innovation."



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