

E&H Hardware Optimizes HR Efficiency with Paycor



Liz Bradham, Dir. of HR

“We've reduced our turnover from 65% to 50%. This improvement is, in part, due to the recruiting process and being able to stay connected with candidates more effectively.”

Prior to Paycor

Founded in 1929, E&H Hardware Group, an Ace Hardware co-op, struggled with a cumbersome, complicated HRIS system that wasn't aligned with their evolving needs. **The company was burdened with a laborious, paper-based process that was increasingly inefficient.** In the past 3 ½ years, the HR team has grown from only Liz to a team of 5, and the co-op has experienced considerable growth, expanding from 400 to almost 600 employees and 12 new locations.

Partnership with Paycor

HR Director, Liz Bradham, previously used Paycor so she was familiar with the robust suite of tools available. E&H implemented nearly every Paycor module to streamline HR, with recruiting being especially impactful. **The company transitioned from using costly platforms like Indeed to a more streamlined, less expensive candidate search.** E&H has also automated processes from position and pay rate changes to electronic approvals from the leadership team.

Challenges

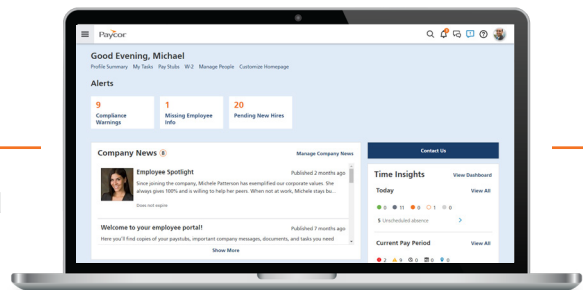
- Inefficient HRIS system
- Time-consuming, manual processes
- High employee turnover
- Suboptimal recruitment strategy

Solutions & Key Features

- Comprehensive HR platform
- Automated processes
- Reduced turnover through refined recruitment
- Streamlined applicant communication

50%

Paycor's streamlined HR processes reduced time spent manually tracking data and looking for documents by **at least 50%**.



Efficiency in HR Processes

Paycor's comprehensive suite automated position and pay rate changes, weekly labor cost tracking, and payroll runs, significantly reducing the time spent on these routine tasks.

Enhanced Recruitment Strategy

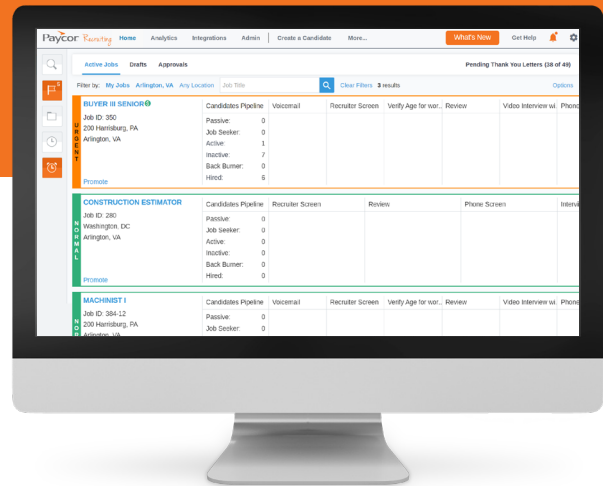
The transition to Paycor's recruitment module allowed E&H to ditch costly platforms, streamline applicant communication, and closely monitor the recruitment process, **contributing to a 15% reduction in turnover rates.**

Empowering Leaders

Paycor enabled store managers and leaders to participate more actively in the hiring process, granting them access to applicant information and decentralizing the recruitment process.

Paycor's solutions have given E&H back at least 50% of their day by eliminating manual processes.

- Payroll
- HR
- Time
- Benefits Advisor
- Onboarding
- Recruiting



“We’ve really cleaned up our workflow. It has helped us tremendously in keeping track of our processes, and Paycor has been instrumental in supporting us in this journey.”

– Liz Bradham

