ExakTime
An Arcoro Product

Progressive...or Prone to Error?
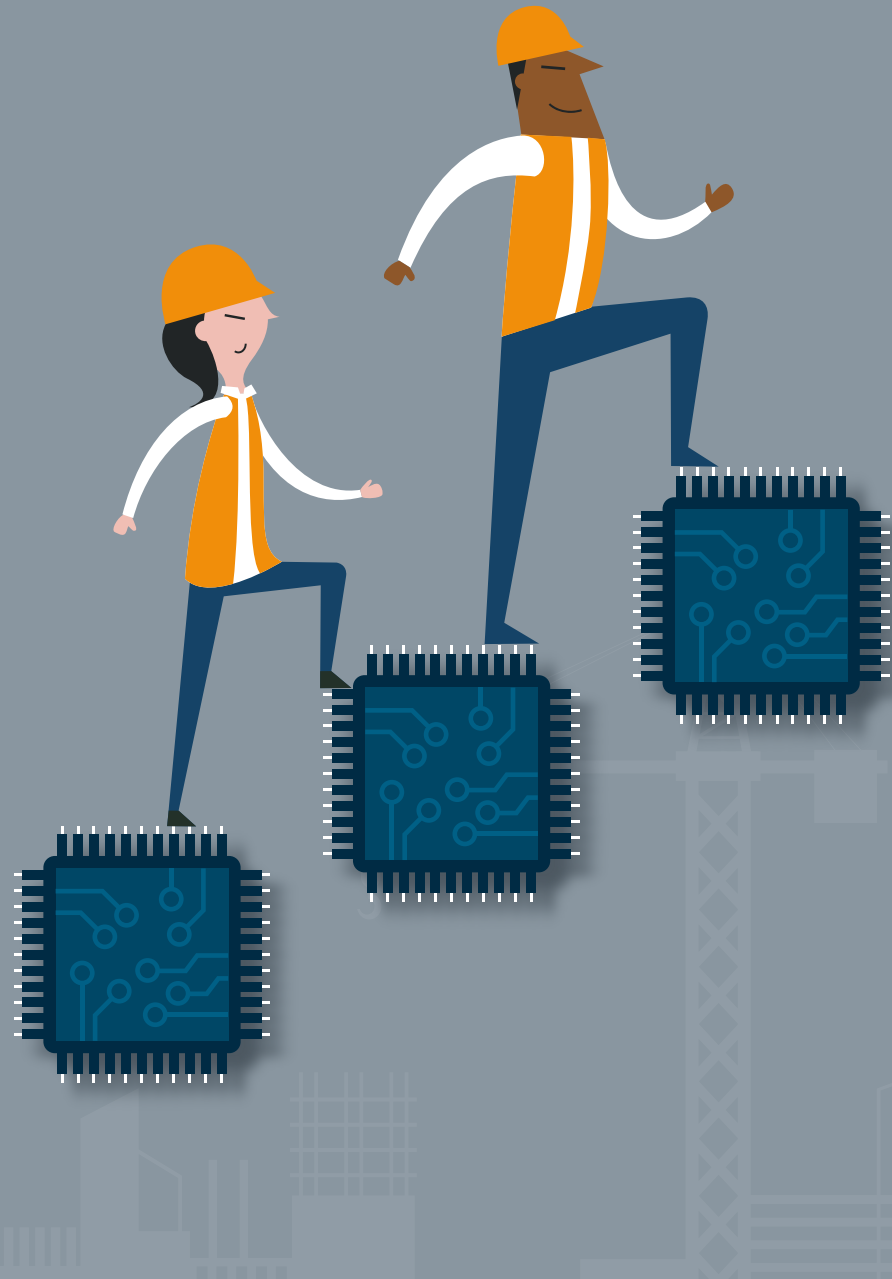## What Your Paper Time Cards Say About You

Digital transformation in the construction industry is the next big "thing" to happen, and for good reason. According to a study by the **McKinsey Global Institute** it was found that digital transportation can lead to 14-15% increases in productivity while reducing costs by 4-6%. These positives can be attributed to the way digital transformation in construction promotes collaboration, helps reskill teams and connects projects. But another huge benefit to digital transformation is how it improves your employer brand. If you haven't digitized some of the most essential processes, like time tracking, it may leave a bad impression on new hires.

What is Employer Brand?

Your **employer brand** is your reputation as an employer. It consists of the different factors that make your construction company the top choice for candidates looking for a job, along with the factors that help keep current employees engaged and happy at work. According to **SHRM**, a positive employer brand communicates an organization is a good employer and a great place to work.

In this tight construction labor market, maintaining a positive employer brand is necessary to attract skilled construction candidates, retain current construction employees and remain competitive. Using paper time cards may give the impression that your company is effectively living in the Stone Age, isn't technically advanced and doesn't have the inclination to embrace new work tools.

A positive employer brand communicates an organization is a good employer and a great place to work.
SHRM

Push a Positive Employer Brand

Don't let your payroll process give candidates and employees the wrong impression about your company.

In this e-book, we break down what paper time cards could be saying about your company, including:

1. You don't watch for time theft

2. Paychecks could be wrong

3. You don't care about wasting resources

But we'll also explain how a digital time tracking solution can promote a positive employer brand while making your time tracking more efficient and accurate.
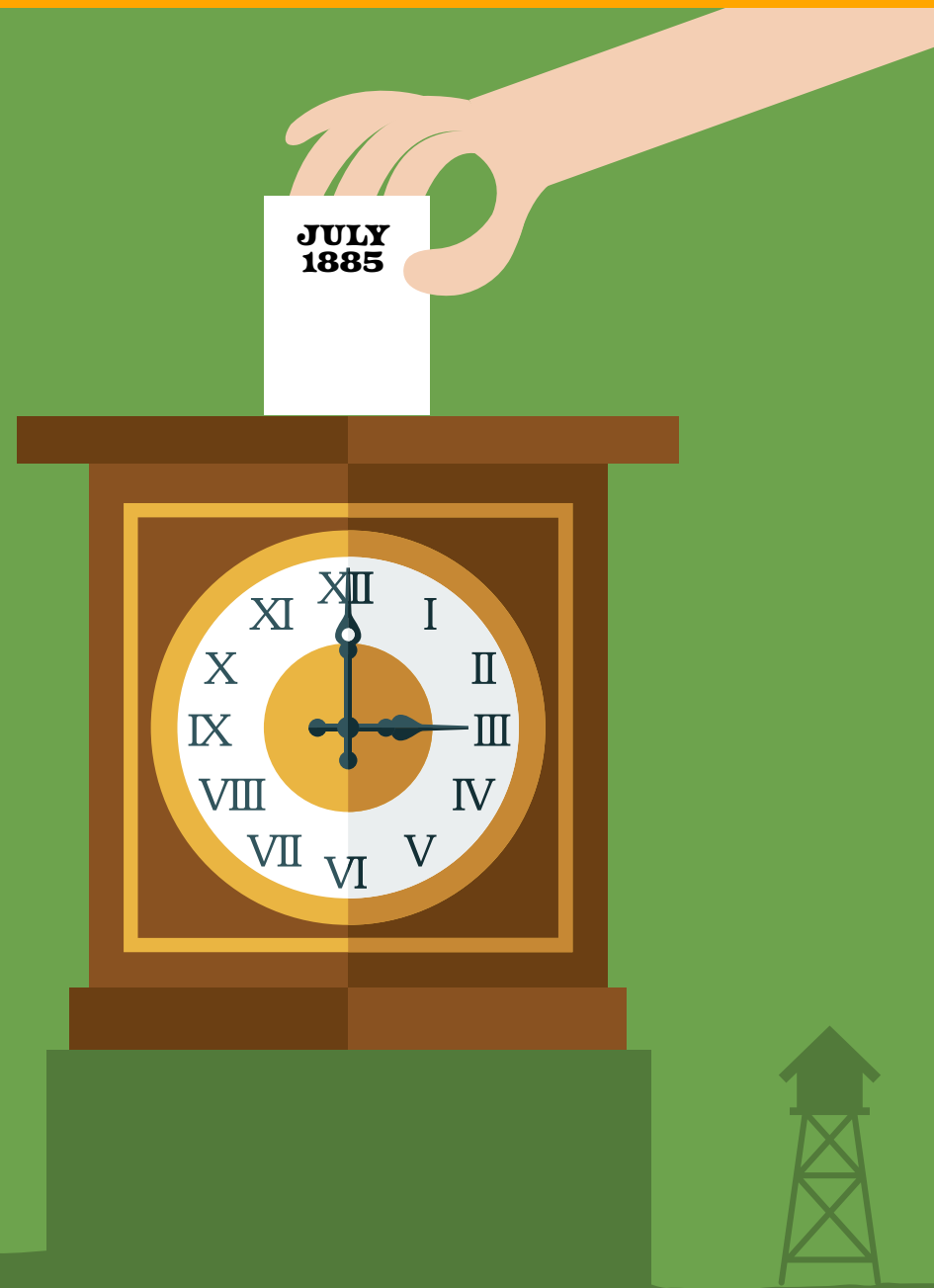
What Paper Time Cards Say About Your Company

Paper time cards have been around since punch clocks were invented, around the late 1880s. Think about it: Are you using any other processes that have been around for over a century?

With so many options—including digital tracking, rugged time clocks and even kiosks—why would you still be using a tool that's outdated, slow and prone to error?

Plus, paper time cards don't really give the best impression of your company.

JULY 1885

1. You're Lax When It Comes to Time Theft.

Using paper time cards leaves your company wide open to time theft, sending the wrong message to workers who may see paper time cards as an invitation to add a few minutes here or there. Fudging time might be intentional, like having a buddy clock you in early or punch you out late or it could be completely by accident because workers can't remember exactly when they started or stopped work. But a few minutes here and there can add up to hours your company pays for but gets no value from.

Want to see just how much an extra 5 minutes a day of extra time can cost? Try our **payroll savings calculator.**
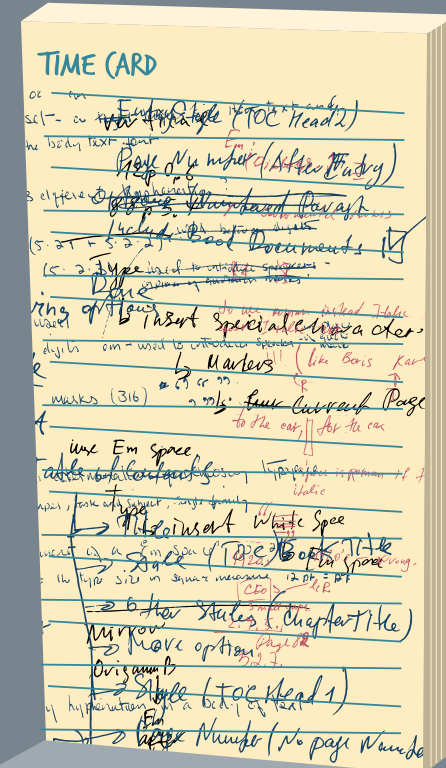
2. Payroll Could be Wrong or Late.

Relying on someone's sloppy penmanship to accurately relate hours worked for payroll can easily lead to mistakes. What looks like a seven could be a one and vice versa. No one wants to receive a paycheck that can't be cashed because it's wrong. And it also takes time to transfer those paper time cards into your payroll, increasing the possibility checks could be late. According to the **2021 Construction Business Report**, 32% of construction companies say manual processes are where their businesses experience the most inefficiencies. It's also where a lot of mistakes can happen.

82 million US workers have experienced paycheck errors.
The Workforce Institute at UKG

3. You Don't Care About Your Environmental Impact.

Using paper products might be a part of everyday life, but paper and its production has a number of harmful effects on the environment. Paper production ranks among the top **four energy-consuming industries**. Discarded paper remains a major contributor to landfills, with paper products many times **comprising the largest component of municipal solid waste.**

Environmental impact is especially important to **Gen Z workers,** exactly the people the construction industry is trying so hard to recruit.

Embrace Better Time Tracking Solutions for the Construction Industry

Taking advantage of digital transformation is vital for the construction industry. Unfortunately, according to **McKinsey**, construction is one of the world's least digitized industries. But that just means there's lots of room for improvement.

One of the easiest ways to embrace digital transformation in the construction industry is by adopting a digital time tracking solution. Not only will it make your life easier and your payroll more accurate and efficient, it sends a strong positive statement to your employees about your culture and focus.
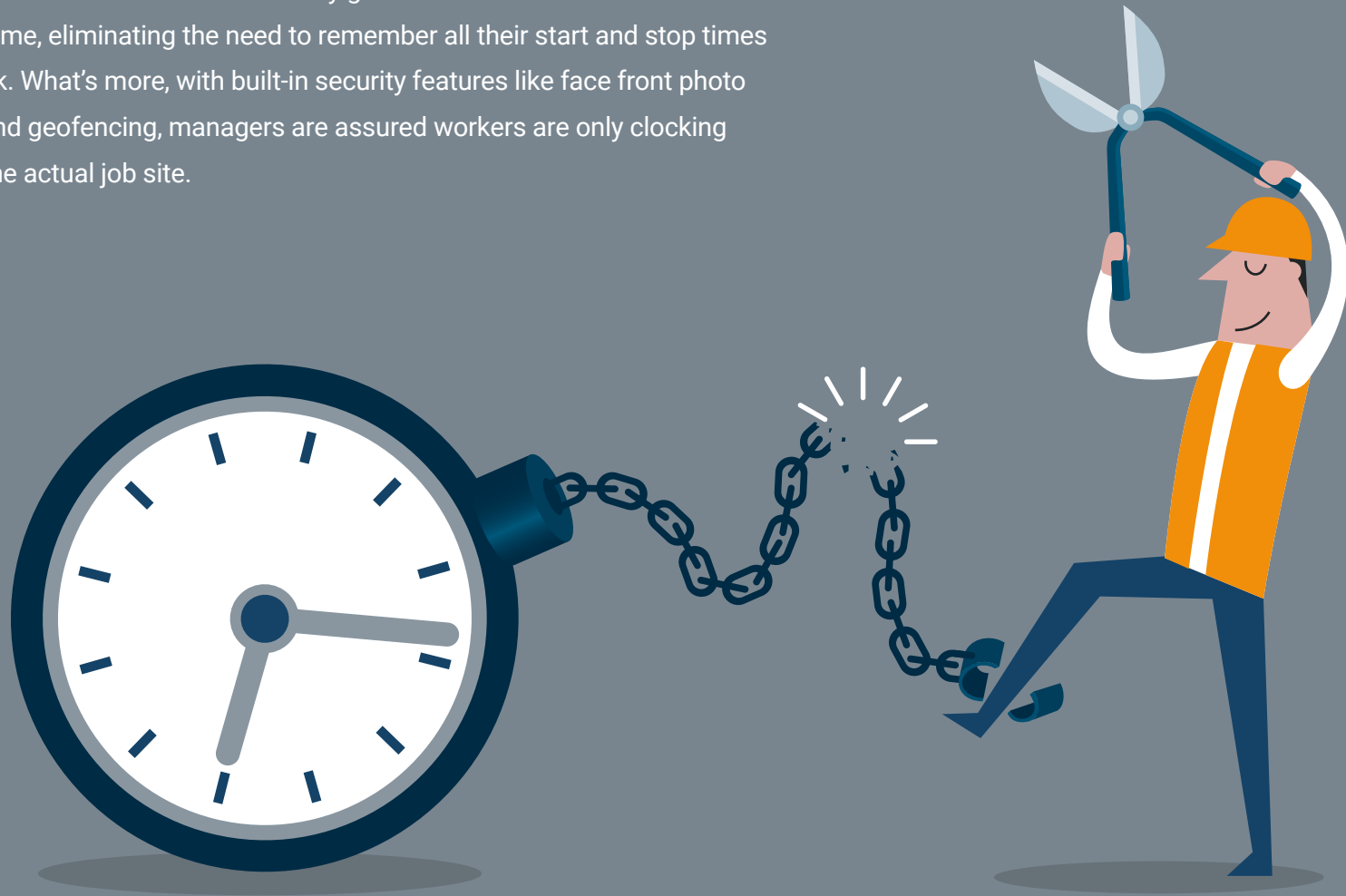
Construction is one of the world's least digitized industries.

McKinsey Global Institute

Eliminate Time Theft—Whether It's Purposeful or by Mistake.

Digital time tracking allows workers to clock in and out from a mobile device or a rugged onsite time clock. Workers clock in as soon as they get to the site and clock out when they're ready to go home, eliminating the need to remember all their start and stop times at the end of the week. What's more, with built-in security features like face front photo ID verification, GPS and geofencing, managers are assured workers are only clocking themselves in from the actual job site.

Reduce Payroll Mistakes.

All worker hours are tracked and stored in the cloud and then uploaded to your payroll system. Because the process is automatic, there is never a need to decipher the data or the possibility of accidentally transposing a number. But the best part is the time it saves staff when it comes to processing payroll. There is no need to drive around collecting time cards or waiting for crew leaders to collect all of the cards at week's end. All of the information can be accessed from the office, reducing downtime.
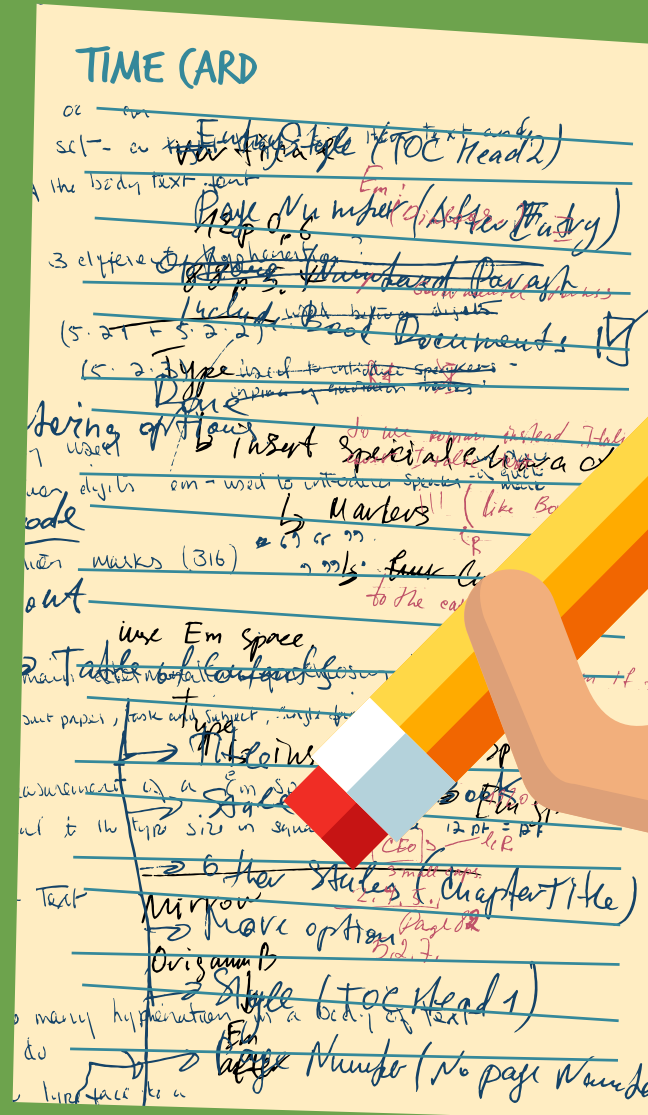
"ExakTime has helped us greatly in how we do our payroll. We went from a tedious manual process to something that is easy to review in only a couple of mouse clicks."
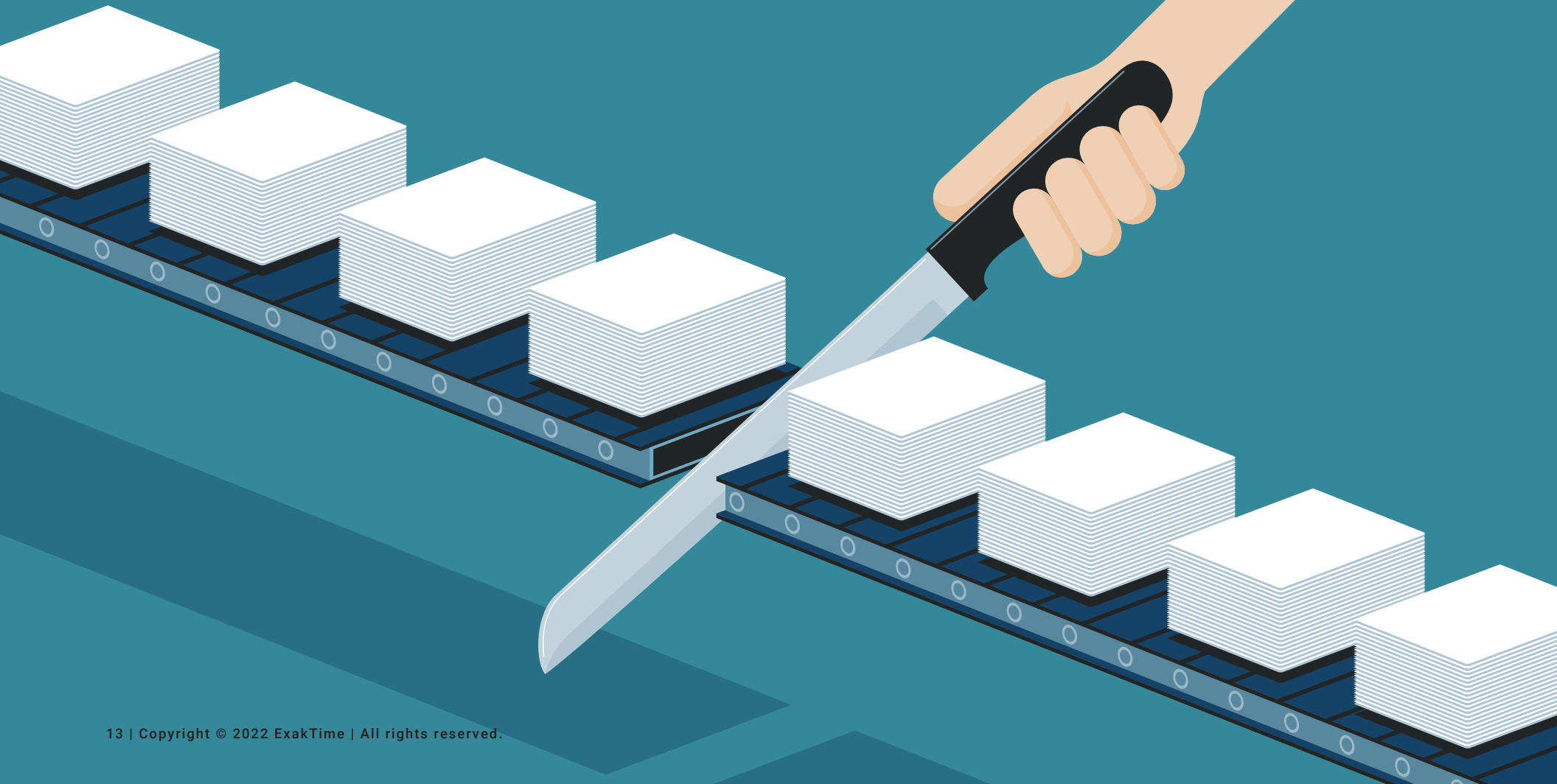**Canyon State Electric**

Decrease Your Paper Reliance.

Paper not only has a negative environmental impact but with continued supply chain issues it can be difficult to get and costly to boot. Currently there's a paper shortage, which **Publishers Weekly** states will continue throughout 2022, which might make it difficult or expensive to procure paper time cards when you need them. Even without a paper shortage there are other costs to consider when using paper, like ink, filing equipment and even storage space.

Save the paper for a special occasion like wrapping up a nice gift for your spouse on your anniversary.

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Embrace technology and improve your time tracking processes by eliminating paper time cards and using a digital time tracking solution, like ExakTime.

ExakTime's mobile app and rugged time clocks have all the features that help construction companies to upgrade their time tracking and payroll processes.

- Accurately track worker hours
- Automatically upload hours to payroll
- Manage your labor costs
- Cut your payroll processing time

Plus, ExakTime's digital solutions integrate seamlessly with the top construction payroll and software systems to make your life even easier:

- Viewpoint
- Foundation Software
- Sage
- Quickbooks
- ADP
- Acumatica

Join the 10,000 construction companies and contractors that have upgraded to ExakTime. **Speak to one of our experts today.**

Clock in

7:30 AM
Monday, September 19

Go **Stop**

construction
payroll.com

ExakTime is an Arcoro product. Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.

Hire
- Applicant Tracking
- Onboarding

Manage
- Core HR
- Benefits Management
- ACA Compliance
- ExakTime Time and Attendance
- Compensation Management
- Safety and Compliance

Grow
- Learning Management
- Performance Management
- Succession Planning

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