

# JSR Micro Cuts Administrative Time-Tracking Hassles with TimeAttend



**Industry**  
Semiconductor Manufacturing

**Headquarters**  
Japan

**Replicon Solutions**  
TimeAttend

- Benefits**
- ▶ Saved time associated with managing employee hours and time off.
  - ▶ Compliance with labor regulations (overtime, double-time) and internal attendance policies.
  - ▶ Enhanced ability to analyze timesheet-related questions.
  - ▶ Better time off planning.

## Company Profile

JSR Micro supplies electronic materials to the world’s leading semiconductor manufacturers and operates as a subsidiary of JSR Corporation in Japan.

Based in Sunnyvale, California, and employing more than 140 people, the company is a major player throughout the world with customers like Intel and IBM, as well as many other well-known leaders in the semiconductor industry. According to Doug Cates, Senior HR Business Partner, maintaining quality and efficiency is what makes them successful.

So when JSR Micro began experiencing inefficiencies in the administrative tasks related to tracking employee time, they realized they needed to make some improvements.

JSR Micro used separate systems for timesheets (for non-exempt employees) and time off requests (for all employees); neither system was particularly efficient, and the rising volume of requests exposed frustrating gaps.

“We were looking for a solution that could manage both time worked and time off for distinct classes of employees. We researched several solutions, and, ultimately, we were convinced that Replicon offered the highest quality solution for the fairest price,” said Cates.

## Hassle-Free Implementation & Easy to Learn

Previously, hourly employees were using a cumbersome software system for timesheets and all employees were using another system for time off requests; both systems presented challenges and problems when it came to accessing and reporting on data. Now, all employees use Replicon’s cloud-based TimeAttend and managers, HR, and Payroll have enhanced data management and reporting capabilities.

“This system was easier for management and hourly employees to use than the old program and all employees found the solution to be user-friendly and intuitive. Everybody is delighted to have a state-of-the-art software solution,” said Cates.

“It’s been especially helpful in terms of managing time off,” he added. “The calendar function lets departments view employees’ leave schedules and ensure proper coverage within their departments. This efficiency improvement has proven critical to sustaining our business initiatives.”

Another benefit JSR Micro has realized is that it is much easier for the company to manage employee overtime, double-time, and alternative work weeks for employees and ensure compliance with multi-state and federal regulations. Replicon has improved their ability to report and track on this data to ensure compliance.

JSR Micro could have implemented Replicon’s TimeAttend in a few weeks, but took their time and still went live in less than two months. “We wanted to run a couple of beta pay cycles to work out the bugs and align our launch with the beginning of our fiscal year. Replicon’s implementation consultant was great, meeting our every request to ensure that we were comfortable before going live,” said Cates.

“A manager can approve all timesheets with three total clicks. Now, it is easy to track, view, and report on user history, which was difficult to do before. Replicon has really contributed to our efficiency and accuracy.”

Doug Cates, Senior HR Business Partner, JSR Micro

### About Replicon

Replicon is the leading provider of cloud-based time sheet software with over 1.5 million users in 70 countries.

For over 15 years, Replicon has empowered thousands of companies of all sizes to increase their productivity and profitability by providing hassle-free time and expense management capabilities and superior customer service.

Our growing suite of fully integrated applications provides a complete solution for any time tracking need including professional services, IT chargebacks, project costing, time & attendance, time off and more.

### Excellent Support and Customer Service

Replicon provides 24 hour support to its global base of customers. JSR Micro has taken advantage of this support and Cates cites Replicon's excellent customer service as one of the most compelling benefits of Replicon.

“The sales and customer service team took the time to understand our needs during the evaluation and implementation process. Every time I have contacted Replicon, I have found their representatives to be great listeners, who are committed to understanding and responding proactively to our needs,” said Cates. “I'm very confident we made the right decision going with Replicon.”

### Integrates with Outside Payroll System

JSR Micro integrates Replicon's software with its payroll system by downloading time worked and time off data and importing it into their payroll solution.

Payroll is run on a bi-weekly basis, so managers are required to do bi-weekly timesheet approvals. TimeAttend has allowed them to analyze discrepancies and correct them prior to approval, thus streamlining the Payroll process.

“I'd say the most valuable feature is Replicon's rich reporting capability. You can unravel what happened for a specific user, which was very difficult for us to do in the past. Now, we can easily track and report on user history,” said Cates.

### Saving Time and Improving Efficiency

JSR Micro is benefiting from Replicon's solutions by becoming more efficient in terms of the many administrative functions that go into recording time and time off. It has helped the company save time for employees, managers, and payroll; Cates estimates they've saved many hours each month since implementing the software.

“A manager had to perform up to 24 mouse-clicks to approve a single timesheet with the old system, but now they can approve all timesheets with three total clicks. Now, it is easy to track, view, and report on user history, which was difficult to do before. Replicon has really contributed to our efficiency and accuracy,” said Cates.

JSR Micro intends to keep their administrative tasks simple, and Cates admits they haven't taken full advantage of the many features Replicon offers, but to him this flexibility is a major benefit of Replicon's solution. “We wanted to keep it simple; we didn't need all the bells and whistles. We appreciate that Replicon offers advanced features, but the fact that they allow us to customize their solution to meet our needs is important to us,” said Cates.

“This has definitely helped us and has been a good solution. Our other system wasn't as easy to use for employees, managers and payroll staff, so we are happy with Replicon and glad we chose them,” said Cates.

### Want to try it for your business?

Sign up for a free trial at [www.replicon.com/free-trial](http://www.replicon.com/free-trial)

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