



## PVC Pipe Manufacturer Improves Productivity Using Kronos Workforce Central with Microsoft SQL Server and Microsoft Dynamics AX

### Overview

**Country or Region:** Nebraska, U.S.A.

**Industry:** Manufacturer and Supplier

### Customer Profile

Diamond Plastics Corporation is a leading PVC pipe producer in North America and one of the largest worldwide. The company includes a nationwide network of manufacturing facilities providing pipe solutions for agricultural, industrial, and municipal uses.

### Business Situation

Over ten years ago, Diamond Plastics implemented an AS/400 payroll software solution. The system was unable to meet employee timekeeping requirements. In addition, the system was critically deficient and costly to support and sustain. The company decided to replace the AS/400 system with one that could be deployed rapidly on the Microsoft platform.

### Solution

Diamond Plastics acted rapidly to replace their payroll system with Kronos Workforce Central with SQL Server running on the Microsoft platform. This new solution delivered rich, built-in functionality that required less customization, shorter implementation time, and fewer IT resources.

### Benefits

- Simplifies workforce management
- Enables easy data retrieval and reporting
- Delivers end-to-end support
- Delivers greater efficiency at a lower cost

“Kronos® and Microsoft Dynamics both offer technology that is intuitive, easy to use, and provides fast payback. The integrated solution enables real-time visibility into labor data. This has allowed us to improve productivity significantly by helping us take timely, pre-emptive actions.”

Dan Werner, Director of Information Technology, Diamond Plastics

Diamond Plastics Corporation is a leading PVC pipe producer in North America and one of the largest worldwide. The company includes a nationwide network of manufacturing facilities providing pipe solutions for agricultural, industrial, and municipal uses.

Diamond Plastics has 370 employees on average working on three work shifts including nearly 70 managers. The number of employees can exceed 500 people during peak periods. For over ten years Diamond Plastics used an IBM AS/400 payroll solution, in addition to Epicore’s manufacturing and accounting software. This system was outdated and no longer met the company’s business process requirements.

In 2006, Diamond Plastics began to replace its manufacturing and accounting system with Microsoft® Dynamics® AX ERP. In 2004, they deployed Kronos Workforce Timekeeper™. In 2007, the company implemented Kronos Workforce Central® with SQL Server® on the Microsoft platform as its Payroll, HR, and Benefits solution. The initial Workforce Central implementation was completed in just eight weeks.

This solution delivers rich, built-in functionality that reduces implementation times and IT resource requirements. It also delivers increased efficiency and reliability – all at a much lower total cost of ownership (TCO).

“By using Kronos Workforce Central with Microsoft SQL Server and Dynamics AX, Diamond Plastics has been able to make important changes to Payroll and HR to improve efficiency, and the ability to respond to our employees’ needs. We are also pleased with the support we have received from Kronos and Microsoft.”

Dan Werner, Director of Information Technology, Diamond Plastics Corporation

## Situation

Over 10 years ago, Diamond Plastics implemented an AS/400 payroll software solution. Unfortunately, this system lacked an HR application and it did not meet the most basic employee timekeeping requirements. In addition, the AS/400 payroll software was not compatible with Microsoft Dynamics AX and the Microsoft platform. These critical issues made Diamond Plastics realize their old system was deficient and too costly.

### Inability to Properly Execute Payroll and HR

Because most HR functions were completed using manual workarounds with data from disparate sources, Diamond Plastics had a critical need for an HR application.

The company’s AS/400 system did not track payroll and HR end-to-end. This generated payroll processing errors and increased the need for audits. Simple tasks required advanced customization and time-consuming manual steps. Because the old system did not provide the needed functionality, Diamond Plastics could not implement workflows or process improvements.

### Lack of Actionable Data and Reporting

The existing payroll software’s capabilities were extremely limited and inefficient. The interface between the payroll and Workforce Timekeeper did not post payroll data to the GL reliably. Payroll data errors had to be reconciled manually.

The system lacked any payroll and financial reporting beyond basic canned reports, and it did not provide multi-location reporting. Managers could not create reports and views or run ad hoc queries and searches. This made payroll, benefits, accounting, and performance data unavailable.

In addition, the system did not provide employee self service features that would enable them to view or request changes to their payroll information locally without the assistance of corporate Payroll or HR.

### Limited System Support

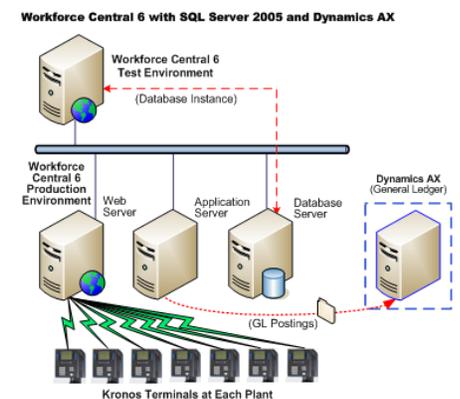
The Diamond Plastics’ system was cumbersome, unreliable, and used outdated technologies. The IT staff was often required to spend an inordinate amount of time just maintaining payroll. This limited their ability to provide adequate service to other departments. In addition, IT monitoring and legacy system management became outdated and degraded over time.

### High Total Cost of Ownership (TCO)

The legacy system’s deficient data and reporting capabilities, integration issues, error prone manual processes, high customization needs, and the lack of an HR application generated a high TCO. In addition, the system’s burdensome, time intensive support requirements created high cost inefficiencies. The company’s small IT staff was forced to allocate more resources to support the system.

## Solution

Diamond Plastics acted rapidly to implement a long term, enterprise-wide solution to replace their AS/400 payroll system. They deployed Kronos Workforce Central with SQL



Server on the Microsoft platform. The initial implementation of this solution was completed by Kronos Professional Services in just eight weeks.

The solution’s hardware configuration uses Dell™ PowerEdge™ 2950 servers. All servers run on Windows Server® with SQL Server in

## For More Information

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### Microsoft Server Product Portfolio

For more information about the Microsoft server product portfolio, go to:  
[www.microsoft.com](http://www.microsoft.com)  
[www.microsoft.com/servers/default.mspx](http://www.microsoft.com/servers/default.mspx)

### Microsoft SQL Server

For more information about SQL Server, go to:  
[www.microsoft.com/sqlserver](http://www.microsoft.com/sqlserver)

### Kronos

Since 1977, Kronos® Incorporated has been a global leader in workforce management solutions. It enables organizations to control labor costs, minimize compliance risk, and improve productivity. Tens of thousands of businesses in 60 countries including more than half of the Fortune 1000®, use Kronos time and attendance, payroll and HR, scheduling, absence management, hiring, and labor analytics applications.

For more information about Microsoft and Kronos, go to:  
<http://www.microsoft.com/kronos>

synchronization with Workforce Central as the database tier. In addition, Diamond Plastics uses Microsoft Excel® to export Workforce Payroll™ GL postings and import them into Dynamics AX.

While implementing Workforce Payroll and Workforce HR™ in 2007, Workforce Timekeeper was upgraded. This upgrade enabled the company to add nearly 70 salaried managers to Timekeeper and to store all data in one application.

## Benefits

This joint solution from Kronos and Microsoft greatly simplifies workforce management and reporting including time and attendance, payroll, HR, and accounting.

### Simplifies Workforce Management

The Workforce Central application suite delivers a reliable, scalable solution that is easy to implement, integrate, and manage. Timekeeper, Payroll, and HR channel workforce data into automated workflows end-to-end. The application suite decreases administrative time, improves productivity, reduces costs, and generates greater employee satisfaction.

### Enables Easy Data Retrieval and Reporting

Workforce HR provides out-of-the-box features such as benefits and enrollment, accrual and leave profiles, workers compensation, child support, terminations and COBRAs. This solution retains timekeeping and workforce data efficiently, streamlines management processes, derives maximum value from data assets, and meets labor compliance guidelines.

SQL Server provides Workforce Central with an enterprise-ready, compatible data management and analysis platform. It delivers a reliable, secure, manageable, maintainable, and economical foundation. SQL Server also supports the most demanding workloads and complex applications. It automates or eliminates many

routine database management tasks and contains timesaving administration tools.

Workforce Central with SQL Server delivers granular, real-time data that enables high quality decisions to be made through a centralized database. SQL Server can create reports and views easily, and it enables queries and searches to be made rapidly.

### Delivers End-to-End Support

Implementing Workforce Central on SQL Server achieves optimal, native integration with the Windows Server platform. This solution also has native integration with Microsoft Office applications including Excel, which is used by Workforce Central reports.

The Diamond Plastics IT staff uses Microsoft System Center Data Protection Manager to perform system backups. IT also uses the Microsoft Visual Studio® suite and Microsoft Silverlight™ platform development tools. Windows Server enables the IT staff to be more productive and responsive.

### Delivers Greater Efficiency at a Lower Cost

For Diamond Plastics, Workforce Central with SQL Server in combination with Dynamics AX ERP is proficient and accurate end-to-end. This solution also dramatically reduces system management requirements, improves productivity, and provides faster results and reporting.

When this solution is fully deployed, Workforce Employee™, the Kronos self-service component, along with Workforce HR will enable the company to use the database both at the corporate and plant level.

The joint solution from Kronos and Microsoft is easy to manage and requires minimal system maintenance. The benefit of having improved data availability, and the ability to create a climate of continuous improvement, results in greater efficiency at a lower cost.