

Perfumania Smells Sweeter with Sage Abra Suite

Perfumania, America's largest retail fragrance company, had a big problem with its payroll, tax, and human resources (HR) software.

"Basically, our system was broken," says Wendy Mahle, director of human resources and payroll. "The HR and payroll software were not user-friendly and slowed down the work process. The report writer was cumbersome, very difficult to teach to end-users, and couldn't produce the reports we wanted. And we were tired of feeling at the mercy of external providers for payroll and tax services, who charged a fortune for very poor technical support."

Perfumania conducted an exhaustive search before purchasing a new HR and payroll package. "Our main criteria were affordability, ease of use and versatility, since we are in 25 different states plus Puerto Rico," explains Mahle. "The software also needed to integrate with our point-of-sale systems. We selected Abra HRMS™ because it gives us a very rich mix of features for the price and because the reseller would partner with our IS department to meet tight deadlines."

Advancing to Abra

Perfumania now uses Abra to manage all its payroll and HR functions. Abra HR tracks detailed employee information, including date of hire, contact information, benefit enrollments, leave plans, and vacation time. It is fully integrated with Abra Attendance for monitoring employee hours, with Abra Payroll for preparing paychecks, and with the company's point-of-sale (POS) systems, creating end-to-end efficiencies.

"Abra HR is extremely easy to use," Mahle says. "We quickly add new hires into the system—an essential benefit because we sometimes add more than 600 people in a single week during holiday periods. To spend 20 or 30 minutes typing each employee into multiple systems would be a nightmare."

Rapid Reports

Other timesavers have come from Abra's reporting features. "Abra HR's report writing features are so superior that we now produce reports that used to take hours in just a few minutes," Mahle notes. "Discovering Abra HR can determine



CUSTOMER

Perfumania, Inc.

INDUSTRY

Fragrance retailer

LOCATION

Sunrise, FL

NUMBER OF LOCATIONS

240

NUMBER OF EMPLOYEES

1,500+

SAGE PRODUCTS

- Abra HR
- Abra Payroll
- Abra Alerts
- Abra Attendance

CHALLENGE

Outsourced payroll system was expensive, offered unsatisfactory technical support and had few reporting functions; HR system did not integrate well with payroll

SOLUTION

Abra HRMS as a fully integrated system including Abra HR, Abra Payroll, Abra Alerts and Abra Attendance

RESULTS

Saving 30% on payroll and tax processing costs; reports run in minutes rather than hours; Sage Abra paid for itself in one year

review periods was a huge win for us," she continues. "We perform biannual personnel reviews. Without an automated system in place, we often missed people or reviewed others before they were due. With Abra HR, we enter data when an individual is hired, promoted, or changes salary. Then we run a simple report in February and August to create a foolproof review list."

Abra Payroll Pays Off

Because of Abra Payroll, Perfumania has brought its payroll functions in-house. "Abra Payroll interfaces with the point of sale software used in the cash registers in each of our stores," says Mahle. "An employee clocks in with the register when he starts work so he can begin selling. The point of sale software captures data on their sales, computes bonuses based on those sales, and uploads everything to the payroll software. The same thing happens for vacation accrual. What's great is we don't have to enter anything ourselves. Abra Payroll performs the calculations and cuts the checks, or makes direct deposits to the employee's bank account."

The move has proved to be costeffective. "Abra Payroll allows us to do all our own payroll processing, with the same amount of staff as when we outsourced. We're saving 30 percent of our administrative costs in payroll and tax."

Abra Attendance

Abra Attendance is similarly integrated with the rest of the system for further efficiencies. "Our payroll is directly tied to attendance, so having automatic accruals through the Abra HRMS system is wonderful," says Mahle. "We offer two different personal plans, four sick plans, and five vacation plans, so manual calculations would be extremely timeconsuming. We love having Abra do the work for us."

"Abra HRMS is a good basic system and an excellent value," Mahle concludes. "The software easily paid for itself in the first year."

"Sage Abra HR's report writing features are so superior that we now produce reports that took hours in just a few minutes... We're easily saving 30 percent of our administrative costs in payroll and tax... The software easily paid for itself in the first year."

Wendy Mahle
Director of HR and Payroll
Perfumania, Inc.

About Sage

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The Sage Group plc, formed in 1981, was floated on the London Stock Exchange in 1989 and now employs 14,800 people and supports 5.7 million customers worldwide. For more information, please visit the Web site at www.sagenorthamerica.com or call 866-308-2378.