Customer:

Qatalys' Client is a Payroll Processing Company for Hospitality Industry.

History:

Payroll processing in the American Hospitality Industry could probably be one of most complicated payroll processing systems globally. Here payrolls are not only processed based on job types, ie., hourly and salaried, but also on weekly, bi-weekly, semi-monthly and monthly basis. There are also other factors to be considered, such as Over Time, Sick Leave rates, Holidays, etc. Although the most complex factor is probably tax- with federal and tax laws that considerably differ from state to state. Any Manual Payroll processing department in the Hospitality Industry must have been one difficult place to work in! with plenty of room for mistakes.

A smart and comprehensive software application system could, of course, make this entire work a pleasant experience.

Situation Presented to Qatalys:

ITP, USA, wanted to reduce the time taken to deliver payrolls, generate more accurate payrolls, include elements like garnishments, child support, and provide a variety of reports to Supervisors, Managers and Employees. ITP wanted a cost-effective payroll processing, check printing and reporting tool, with comprehensive and flexible provisions for Federal and State Tax Laws of USA. Using a web-based, user-friendly tool, they also wanted to provide 24X7 online information services to the hospitality industry whilst maintaining the highest level of security.

Key Challenges:

Collaborate time-ins and time-outs information from various departments on a daily basis

Payroll calculation based on factors such as duration, pay type, voluntary and involuntary deductions in consideration with Federal and State Laws.

Print pay cheques for a varied category of employees based on periodicity- to be supplied to employees, tax departments, Garnishments, etc.

Provide deduction reports to employees

Online interface which provides payroll information to all employees, accessible through individual IDs and passwords, on hours worked, over time, holidays earned, sick leave rates provided, and deduction reports.

The Qatalys Solution:

Qatalys created the solution using JAVA: a payroll processing, check printing and reports tool the for hospitality industry. It has comprehensive and flexible provisions for federal and state tax laws of the USA. Qatalys developed a web based solution which has different levels of security. The tool has considerably reduced the time taken to process the payrolls and print checks. The times in and times out are collected using OMNI 3300 and transferred to the iPAY server at a pre-determined time. The entire system is functional on different levels: for Employees, Supervisors, Managers, and Administrators.

The Qatalys Advantage:

An end-to-end payroll processing system for the Hospitality Industry

Reduced costs

Customized products

24/7 support

Industry: Payroll Management
Project Size: 150 Person Months
Delivery model: On-site -Offshore

Technology Used:
SQL Server 7.0
JDK 1.3
JSP
SWING
XML
C

Tools Used:
VSS
VJ ++

Key Requirements:
Understanding of USA's Federal and State Tax Laws
GUI Design
Performance
Programming on OMNI 3300
Reports in PDF format