CUSTOMER
Perfumania, Inc.

INDUSTRY
Fragrance retailer

LOCATION
Sunrise, Florida

Number of Locations
240

Number of Employees
1,500+

SYSTEM
Sage Abra HRMS

Sage Software Products in Operation:
- Abra HR
- Abra Payroll
- Abra Alerts
- Abra Attendance

Perfumania Smells Sweeter With Sage Abra HRMS

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 Sage 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 Sage Abra HRMS

Perfumania now uses Sage Abra HRMS from Sage Software 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

CHALLENGE

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

SOLUTION

Sage 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 HRMS paid for itself in one year.
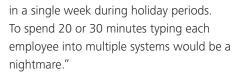
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ABOUT SAGE SOFTWARE

Sage Software has been responding to the needs, challenges, and dreams of small and midsized businesses for over 25 years. With a complete range of business management solutions and services, Sage Software helps companies improve customer relationships, reduce costs, and automate and integrate a variety of operational activities. Its solutions support the specialty needs of a broad scope of industry segments, including manufacturing, distribution, construction, real estate, nonprofit, and professional services.

sage software

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 Sage Abra HRMS 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 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 cost-effective. "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 Sage 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 time-consuming. We love having Sage Abra HRMS do the work for us."

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