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Kronos roll-out rolled back

Asante employees have another month to enjoy – or endure – the quirks of its outdated time and attendance system. The initial rollout of Asante’s new Kronos timekeeping system has been expanded to include basic scheduling, which pushes back the project’s go-live date to the pay period that begins June 26.



“That will allow us to offer a single, streamlined system for all users to perform scheduling and timekeeping tasks solely on the Kronos system,” Patrick Hocking, Asante’s chief administrative and finance officer, said in an email last Friday to managers and directors.

He said the new rollout schedule will allow time for the scheduling portion of the project to be built, and for testing all elements of the first-phase project. Additional payroll, human resources and analytics functions will be added later to the integrated workforce management system from the vendor Kronos.

“We want the transition to be as smooth as possible and all users of the new system to be comfortable with its many

features,” Patrick said in explaining the timing change for the project’s first phase.

Parallel punch periods – during which all employees will track their work hours under whichever system they currently use and also under the new Kronos system – will now occur during the two-week payroll cycles that begin May 29 and June 12.

Training in the new Kronos system will begin the week of May 16. All managers, supervisors and coordinators will need to schedule 2 ½-hour classes between that date and May 29. Signups will be available later this month through ALEC.

Basic training for all other employees will be through an ALEC module, which will outline the new Kronos system and how employees can access the system, clock in and out, and perform other timekeeping tasks.

Asante employees currently use four distinctly different systems to record the hours they work. More than 2,000 of the organization’s 5,000 employees use paper timecards. The others use either a scheduling system that has been reconfigured to track payroll hours, or one of two automated – and outdated – timekeeping systems.

The new Kronos system will allow for consistent application of payroll and human resources functions throughout Asante and will help reduce costs, produce usable data and prevent errors. It will allow greater efficiency in staffing and scheduling, a reduction in manual processes and more uniform workforce decisions.

Asante News is published every Tuesday. Deadline for submission of articles is every Friday. Send via e-mail to asantenews@asante.org.

Question or suggestions: Call Communications and Marketing at (541) 789-3510 or extension 13510.