



Securing Salary Insights with ADP Workforce Now's Compensation Benchmarking



Connie Goodnight

Director of Human Resources

Quick facts



Company: Tank Connection



Headquarters: Parsons, Kansas



Industry: Manufacturing



Employees: 270



ADP products: ADP Workforce Now®

Tank Connection, based in Parsons, Kansas, is a leader in the tank manufacturing industry. It boasts a diverse workforce that includes industrial designers, shop technicians, transportation experts, and installers, all of whom bring decades of experience to the table. Aiming to be recognized as an employer of choice, and with a workforce that possesses various job profiles and levels of seniority, Tank Connection recognized the need to make talent management a more strategic part of their business. This realization led them to adopt the performance and compensation tools offered by ADP Workforce Now.

Business challenges

- Unreliable compensation data hindered Tank Connection from being competitive in their job markets
- Manual, paper-based performance management processes were time-consuming for managers and employees alike
- Limited access to HR information decreased the team's focus on core initiatives and restricted employees from easily accessing their own information

How ADP helped

Tank Connections is on track to becoming an employer of choice thanks to the automation provided by ADP Workforce Now's performance module and the competitive salary insights from its compensation benchmarking features. These tools have significantly improved HR effectiveness and given the company a competitive edge in the markets it serves.

Centralizing performance management for efficiency

Prior to 2020, performance management at Tank Connection was labor-intensive and cumbersome, relying heavily on manual processes, paperwork and Excel spreadsheets. "We had paper forms. We would scan and scan and scan," remarks Connie. "But with ADP Workforce Now, we have a centralized system that completely streamlines our performance management."



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The transition to ADP brought significant benefits to employees and managers alike. Employees now effortlessly set their goals, while managers easily monitor their progress in real-time within the system. This increased accessibility fosters transparency and enhances communication between managers and staff.

"The Performance Module has automated the entire process, allowing us to conduct both 90-day and annual reviews with ease. Managers can complete reviews swiftly, and employees can electronically sign off, ensuring the entire process is finalized efficiently," Connie adds.

Optimizing compensation benchmarking for a competitive edge

In addition to refining performance management, ADP's compensation benchmarking tools have significantly strengthened Tank Connection's recruiting, HR and compensation strategies. Connie shares, "The compensation module has helped ensure we remain competitive with other companies in the area."

By leveraging ADP, Connie can effectively "job-match" Tank Connection's positions with similar roles identified in the system. Connie's team are now equipped with the insights into pay scales by geographic region and national compensation benchmarks. This is essential for managing operations across multiple states via a centralized HR team. This capability has also greatly impacted Tank Connection's salary budgeting process. Each department can now easily assess whether they are within budget and identify areas that may need adjustment to stay competitive and on track. According to Connie, this transparency not only promotes accountability but also enhances the HR team's reputation for proficiency and reliability.

Exceptional implementation and ongoing support

From the very beginning of her journey with ADP, Connie has always felt like she was in the best of hands. "From implementation onward, our experience with ADP has been nothing short of excellent." The support doesn't stop post-implementation; ADP's constant follow-ups and stellar customer support ensure that Connie feels confident and equipped to handle any inquiries that may arise.

"If we run into anything we're not familiar with, ADP has excellent training processes and information within the system to make sure that we have the data we need."

Elevating the employee experience through technology

The introduction of the ADP mobile app has transformed how Tank Connection's employees interact with their HR information and has freed up valuable time for the HR team. "This tool has not only improved self-sufficiency but has also given our HR team the time to focus on strategic initiatives, including succession planning and employee engagement," says Connie.

Employees can easily access their pay statements, change their personal information and even handle benefits enrollment directly from their phones. Additionally, employees have utilized the app's features while making significant

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— **Connie Goodnight**
Director of Human Resources
Tank Connection



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life decisions, like purchasing a home or a new car, since all their wage information is available directly on the app.

"All of our employees are using the app and have become adept at using it. They're able to get the information and make their own changes when needed. It's been very helpful for them and for us as well," says Connie.

A lasting partnership for continuous improvement

Over the past five years, ADP has provided invaluable insights into business performance, employee levels, recruitment and turnover, significantly transforming how leadership views Connie and her team. "I can't imagine utilizing a different software at this point. It's been a very positive experience for our entire team," she shares.

Connie is confident that ADP will continue to play a crucial role in helping Tank Connection adapt and thrive in response to the evolving needs of both employees and the market. She shares, "Every day, I feel like I have the tools I need to support the best interests of our company and our employees."

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