Case Study

CURA
ELEVATE YOUR HR

Overview

Fractional HR Outsourcing at large, multi-location restaurant group

Known for creating distinctive restaurant concepts that celebrate local culture and culinary craftsmanship, this organization recognized the need to improve its HR function due to compliance challenges and the absence of standardized HR processes. Strengthening HR operations became essential to support its growing workforce and ensure sustainable, legally sound business practices. The company partnered with Cura HR to address critical operational gaps and inefficiencies in its human resources function.

Our Role

- Led a strategic overhaul of high-risk and time-consuming HR processes to optimize operations, reduce compliance risk, and improve the employee experience across the organization.
- Collaborated with internal stakeholders to conduct a comprehensive assessment of existing practices, identify critical pain points, and design tailored, sustainable HR solutions.
- Implemented targeted improvements across four core HR functions: payroll, compliance, employee relations, and benefits administration to align with business goals.
- Introduced best practices to streamline workflows, reduce manual errors, and create scalable systems that support ongoing HR efficiency and growth

Results

- Reengineered the payroll process for 18+ separate payrolls to improve accuracy and reliability. By standardizing workflows and introducing automated quality control measures, we reduced payroll errors by an estimated 40%, while ensuring 100% on-time processing each pay cycle.
- Established a robust compliance framework aligned with federal, state, and local labor regulations. This included updated documentation, audits, and process controls reducing the organization's legal exposure and improving audit readiness by 75%.
- Handled complex employee relations matters, including investigations and conflict resolution. Our professional and impartial approach led to a significant reduction in unresolved employee complaints, fostering a more respectful and transparent workplace culture.
- Redesigned the benefits administration process to eliminate inefficiencies and manual errors. This included a smoother open enrollment experience and automated data feeds to carriers, which reduced coverage errors and improved employee satisfaction.