

What Does Employee Scheduling Have To Do With Employee Costs?



... Everything.

Misjudgments in employee scheduling can directly impact your labor costs, productivity, and profitability. When you don't have the right automated, data-driven scheduling tools, it's impossible to forecast accurately, plan appropriately, and execute consistently. The result? Your workforce is chronically either overscheduled or underscheduled. Which creates painful cost overruns. Lowers operational efficiency. Reduces quality of customer service. And threatens compliance in a world where there is little room for error.

Enter **Kronos® Workforce Scheduler™**. Workforce Scheduler is an automated labor scheduling solution that's part of the Workforce Central® suite, our comprehensive workforce management platform. It takes the guesswork out of scheduling in an unpredictable world. So you can align labor with demand, control costs, and facilitate compliance with today's requirements.

Get a Fix on The Problem.

HOW MUCH DO YOU PAY IN LABOR COST OVERRUNS when you're overscheduled?

WHAT DOES IT COST IN OVERTIME to fill unexpected absences and those dreaded sick calls?

WHAT IS THE IMPACT ON PRODUCTIVITY OR CUSTOMER SERVICE when you have the wrong employees in the wrong shifts?

WHAT'S YOUR EXPOSURE TO RISK OF LITIGATION OR FINES because of scheduling errors or labor law violations?

Three Reasons You Need Kronos Workforce Scheduler

Improve Workforce Productivity. With our powerful forecasting and scheduling engine, you can automatically adjust your labor to match demand based on historical trends, patterns, and seasonality. Create “best fit” schedules that match labor to that demand. And do it all in minutes, not hours. Which means less time managing schedules — and more time managing your business.

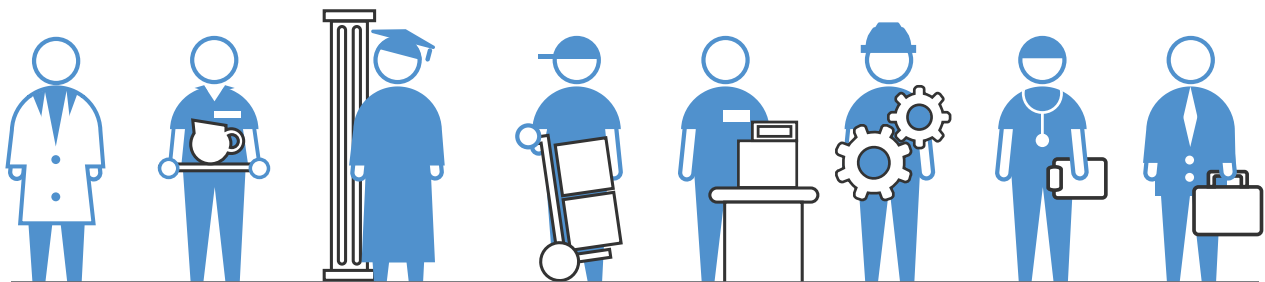
Control Labor Costs. Overstaffed? Employees are standing around on your dime. Understaffed? You’re losing sales — and customers — because of poor service. And you may be paying costly overtime as well. The right staffing? It’s yours with Kronos.

Minimize Compliance Risk. Kronos applies your scheduling policies with consistent, companywide enforcement and a comprehensive audit trail of all scheduling decisions. You’ll avoid scheduling errors, employee grievances, and labor law violations. And boost morale among your employees, who know they’re getting a fair shake.

How much can you save with Kronos?

Hospitality. Dining. Transportation. Education. Distribution. Manufacturing. Government. Whatever operation you’re running, Workforce Scheduler can help.

What are the financial benefits available to your organization? We’ll be pleased to sit down with you and figure it out — together.



Take the guesswork out of scheduling with Kronos.

Budgeting:

Create accurate payroll budgets based on proven demand patterns.

Forecasting:

Accurately forecast labor requirements based on historical business drivers, seasonality, and customer traffic patterns.

Scheduling:

Automatically match labor to demand with a “best fit” schedule using advanced Kronos algorithms.

Schedule for success with Kronos.

Workforce Scheduler transforms the entire scheduling challenge for today’s multi-faceted workforces. No more frustrating, time-consuming, error-prone processes that require you to match labor to demand based on imprecise “best guess” forecasts.

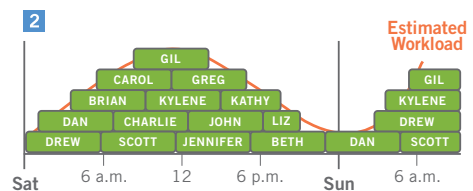
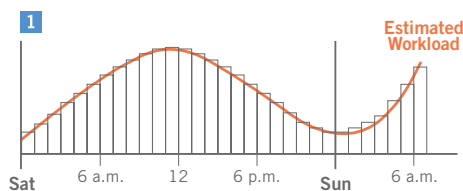
Get access to real data, right now that helps you accurately predict customer and/or operational demand — and schedule employees who can meet it.

Complete scheduling tasks in mere minutes using auto-assignment software that instantly sorts through employee skills, availability, leave, preferences, corporate policies, regulations, etc., to schedule the right candidates for each position.

React to scheduling changes swiftly and decisively — because they’re going to happen and your managers need the right decision-making tool to handle them. We’ll even identify employees in areas of over-coverage and suggest transfers to areas of under-coverage.

How easy is this?

With just a few clicks, Workforce Scheduler will automatically come up with an estimated workload, sort through your employees to identify the most appropriate candidates, and fill out the schedule. No more understaffing or overstaffing. Just the right staffing.



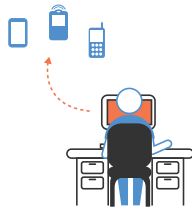


2:05 p.m. An employee unexpectedly calls in sick.

2:06 p.m. Manager goes into Workforce Scheduler and marks person as being sick — the system automatically creates an open shift. Since Workforce Scheduler is part of the Kronos Workforce Central suite, it also automatically updates the person's time card, pay code, accrual time, and availability.



2:07 p.m. With a few clicks, Workforce Scheduler automatically sorts through appropriate replacement employees based on skills, availability, company policies, and other pre-determined criteria — and presents Manager with a list of selected candidates.



2:09 p.m. In one click, the list of employees is sent to Workforce Mobile™ Scheduler, which automatically notifies the candidates of the available shift. The Manager returns to more important tasks — like running the business.

Minimize Compliance Risk Reduce Legal Exposure

Looking to implement a uniform scheduling policy that helps eliminate error?

Look no further.

Minimize errors:

Consistent enforcement of a uniform companywide scheduling policy minimizes the potential of an understaffing issue, misinterpretation of the rules, or a violation of union requirements, FLSA, or other labor laws.

Accurate scheduling audit:

A comprehensive audit trail of your scheduling decisions is maintained automatically. Nice to have if it ever comes to “your word against theirs.”

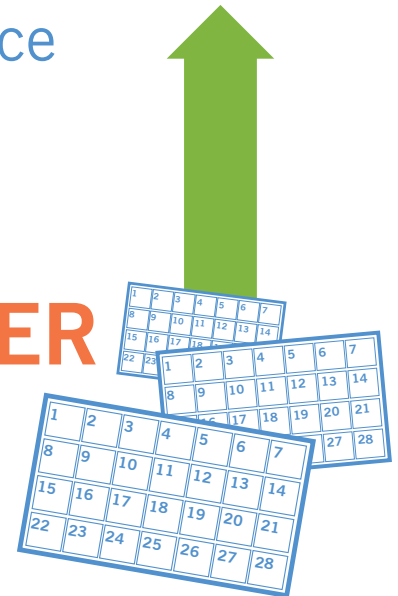
Workforce Scheduler automates the compliance challenge.

Labor law violations cost U.S. businesses millions of dollars a year in suits, settlements, penalties, fines, and negative publicity. Workforce Scheduler minimizes exposure to these issues.

Make sure every employee takes his or her breaks and meals on schedule and without a negative impact on performance. How? With our automated meal, break, and overtime compliance tools. Violations are minimized and an optimal employee mix is maintained even when you’re juggling complex schedules.

Maintain high morale. Automated enforcement of a uniform corporate scheduling policy makes your employees feel like they’re getting treated fairly and equally. This boosts morale, minimizes turnover, and avoids grievances or legal action.

Companies utilize workforce scheduling to achieve **operational performance gains that are up to 30 TIMES GREATER** than other companies.



MANUFACTURING

National Frozen Foods Corporation

15
hours

per week to manage schedules reduced to mere minutes thanks to Kronos

- Eliminates over-scheduling
- Reduces overtime
- Eliminates multiple grievances per year due to scheduling errors

"We've improved productivity due to having the correct employee in the correct job."

*Michele Cyrus, Business Analyst
National Frozen Foods Corporation*

DINING/HOSPITALITY

Applebee's

80%

of workforce management ROI can be directly attributed to optimized scheduling

- Reduces labor costs
- Improves plate turn and customer service
- National cross-store roll-out — live in less than eight months

Kronos helps organizations across a variety of industries manage their most valuable, and expensive, strategic asset — their workforce. How? By giving them the tools they need to help them control labor costs. Minimize compliance risk. And improve workforce productivity. The easy-to-own workforce management solutions from Kronos make complete automation and high-quality information a reality.

Our time and attendance, scheduling, absence management, HR and payroll, hiring, and labor analytics solutions give Kronos customers the edge they need to compete in the global marketplace. With thousands of installations in organizations of all sizes — including over half the Fortune 1000® — we're proving **workforce management doesn't have to be so hard.**

Put Kronos Workforce Scheduler to work for you:

(800) 225-1561 | kronos.com/scheduling



TIME & ATTENDANCE

SCHEDULING

ABSENCE MANAGEMENT

HR & PAYROLL

HIRING

LABOR ANALYTICS

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