

Drive Operational Efficiencies with Workforce Management

Increased competition and ongoing economic pressures make it all the more challenging to maintain profitability. That's why automotive manufacturers and their suppliers are focused on containing costs and driving efficiencies across their operations. To make this happen, they need to keep capital equipment running at peak productivity, improve labour resource utilisation and performance, and maintain compliance with strict government and union regulations.

Manufacturers across the automotive supply chain are recognising the value of effective workforce management for controlling costs and improving operational efficiencies. Kronos® for Automotive, a fully integrated workforce management solution, provides the complete automation and high-quality information these manufacturers need to control labour costs, minimise compliance risk, and improve productivity. Our easy-to-own solutions automate tedious error-prone tasks, centrally enforce policies for increased compliance and safety, and support accurate labour costing for more informed decision making.

Control operational expenses and protect margins

For collecting and tracking employee time and attendance data, paper timesheets just won't cut it anymore. And homegrown systems are not only expensive to maintain, but they can expose you to compliance risk. Kronos for Automotive automates processes for capturing employee time transactions and calculating pay. And put an end to buddy punching, time theft, and pay premium stacking that can send labour costs soaring.

Constantly relying on overtime to get orders out the door? Kronos for Automotive gives supervisors detailed visibility into labour costs and unscheduled overtime so they can better control labour budgets. Using decision-support tools, supervisors can create schedules that optimise use of available labour resources and minimise reliance on last-minute, unplanned overtime.

Staying competitive while protecting profit margins can be especially challenging without a detailed understanding of production costs. Kronos for Automotive enables you to collect and analyse direct labour costs — by employee, team, task, customer, order, or product. This insight, combined with complete allocation of indirect labour costs across all overhead departments, helps you better understand complete production labour costs. So you can stop renewing unprofitable contracts and understand total “cost to serve” — from design to production to the warehouse.

Minimise downtime and create operational efficiencies

Minimising production disruptions is crucial for meeting customer deadlines across the automotive supply chain. Kronos for Automotive can help you control absenteeism and its potentially negative impact on production by automating and streamlining enforcement of attendance and leave policies — no matter how complex. With real-time visibility into time-off trends and planned leaves, you can take active steps to reduce downtime related to employee absence. Kronos solutions can even send email alerts to let managers know when their employees fail to clock in on time. That way, they can quickly find a qualified replacement to keep production schedules on track.

In the automotive manufacturing industry, meeting customer demand requires the right mix of labour and equipment. After all, specific training and certifications are often needed to operate certain equipment. Kronos for Automotive helps supervisors track

Key Benefits

- > **ELIMINATE PAYROLL ERRORS AND INFLATION** that can send labour costs soaring
- > **GAIN VISIBILITY** into the actual cost of labour to drive pricing and product mix decisions that maximise profitability
- > **AUTOMATICALLY ALIGN LABOUR RESOURCES** to meet production demand and reduce reliance on overtime
- > **FACILITATE COMPLIANCE** through automatic enforcement of work and pay rules
- > **STREAMLINE UNION COMPLIANCE EFFORTS** by automating enforcement of union-negotiated work and scheduling rules
- > **HELP ENSURE COMPLIANCE** by tracking on-the-job injuries sustained by employees and contractors

employee certification and training so they can make informed scheduling decisions that assign the right mix of employees with the right skill sets to a particular shift.

With the easy-to-configure Kronos for Automotive solution, you can track virtually any situation on the shop floor — from manual processes to production cells to assembly lines. With access to detailed labour and equipment tracking, supervisors instantly know the status of an order on the shop floor. At the same time, they gain visibility into equipment status and downtime details so they can make real-time decisions to increase throughput.

Improve compliance with government regulations and union agreements

Kronos for Automotive helps minimise compliance risk by creating the perfect paycheck. Automated timekeeping, combined with consistent application of centralised work and pay rules, helps to ensure employees are paid at the right rate for all worked time. In addition, Kronos solutions can ease the burden of compliance by automating processes for leave policy administration.

In the heavily unionised automotive manufacturing industry, you need to comply with collective bargaining agreements too. Kronos for Automotive can help streamline union compliance efforts by automatically enforcing union work and scheduling rules and accurately tracking policy, performance, and safety infractions. By providing easy access to detailed labour information, Kronos solutions facilitate fair enforcement of union agreements and generate complete audit trails that provide support in the event of a grievance.

Support workforce safety across your operations

Improving workforce safety is top of mind for automotive manufacturers. Kronos for Automotive tracks employee skills and certifications so supervisors schedule only those employees

Additional Solution Capabilities

- Contract labour management
- Labour scheduling
- Reporting & analytics
- Self-service
- Time-off tracking

who are qualified to perform certain jobs. After all, scheduling employees with the proper training and certifications helps to reduce the risk of accidents and injuries caused by human error. Kronos solutions will even alert supervisors automatically when certifications are about to expire, so they don't schedule employees who are out of compliance.

Kronos for Automotive automates the enforcement of disciplinary policies related to health and safety incidents, as well as processes for following safety procedures. It also provides tools for maintaining accurate records of on-the-job accidents and safety violations — a critical requirement for compliance — and for analysing the direct costs of safety incidents. So you can make changes that better protect your workers and your bottom line.

Shift labour management into high gear with Kronos

Kronos for Automotive can help you better manage labour by centralising and automating workforce management processes. So you can control costs, boost operational efficiencies, and protect profit margins. Whether you're an automotive manufacturer or a parts/components supplier, Kronos can help you control labour costs, improve productivity, and better comply with government regulations and union policies — all while supporting workforce safety as well as compliance requirements.

“We were keen on a completely automated workforce management solution to manage our rapidly growing workforce, and yet maintain our high levels of efficiency and productivity. We evaluated multiple solutions and chose Kronos, as its solution could accommodate all of our requirements. In addition, Kronos has an established presence in large manufacturing organizations in India, and offers best practices for global automotive companies.”

**Ramuni Nair, head of human resources,
Renault-Nissan Automotive India**

