

Improving Workforce Utilisation and Productivity

No matter what business you're in, labour costs are one of your biggest expenses. These costs are tightly intertwined with labour productivity or the output from an employee over a specified amount of time. Gaining insight into the work performed allows you to improve the efficiency of your labour productivity while lowering or maintaining your labour costs.

But to see and track labour costs with precision, you'll need more than error-prone clipboards and notepads. Because antiquated manual systems won't give you the visibility into your operations you need. In fact, most of today's systems fall short.

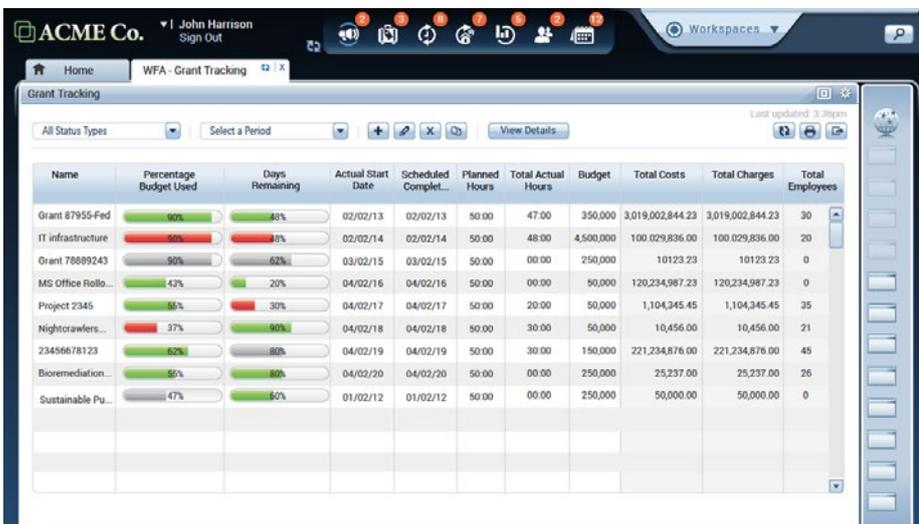
The Kronos® Workforce Activities™ solution gives you the tools you need to automate and reconcile all your paid time to labour. With complete, real-time visibility into how your operations perform against productivity goals and benchmarks, you gain the power to make truly effective, knowledge-based decisions now — before your bottom line is at risk.

Improve workforce performance

With Workforce Activities, there is no need to struggle to access labour information in multiple disparate systems. At any point, you can view the status of every grant, project, work order, or production operation in progress. Information is available as soon as it is captured by the system, not hours later. So you can recognise constraints and delays. Identify idle employees. And redeploy resources to proactively align capacity with demand. All of this helps you determine which activities need attention, so you can easily make decisions to improve workforce performance.

Key Benefits

- > **OPTIMISE LABOUR COSTS** by reconciling all paid time
- > **IMPROVE WORKFORCE PRODUCTIVITY** and performance by spotting constraints and delays
- > **IMPROVE WORKFORCE STANDARDS** by measuring against the best
- > **MAXIMIZE GRANT FUND USAGE** and minimise compliance risk
- > **PROPERLY REPORT ON PROJECT STATUS** and drawdowns



Name	Percentage Budget Used	Days Remaining	Actual Start Date	Scheduled Completion	Planned Hours	Total Actual Hours	Budget	Total Costs	Total Charges	Total Employees
Grant 87955-Fed	60%	48%	02/02/13	02/02/13	50.00	47.00	350,000	3,019,002,844.23	3,019,002,844.23	30
IT infrastructure	90%	38%	02/02/14	02/02/14	50.00	48.00	4,500,000	100,029,836.00	100,029,836.00	20
Grant 78889243	90%	62%	03/02/15	03/02/15	50.00	00.00	250,000	101,233.23	101,233.23	0
MS Office Rollo...	43%	20%	04/02/16	04/02/16	50.00	00.00	90,000	120,234,987.23	120,234,987.23	0
Project 2345	56%	30%	04/02/17	04/02/17	50.00	20.00	50,000	1,104,345.45	1,104,345.45	35
Nightrowlers...	37%	90%	04/02/18	04/02/18	50.00	30.00	50,000	10,456.00	10,456.00	21
23456678123	62%	80%	04/02/19	04/02/19	50.00	30.00	150,000	221,234,876.00	221,234,876.00	45
Bioremediation...	56%	80%	04/02/20	04/02/20	50.00	00.00	250,000	25,237.00	25,237.00	26
Sustainable Pu...	47%	60%	01/02/12	01/02/12	50.00	00.00	250,000	50,000.00	50,000.00	0

Get up-to-date access to critical data such as budget, costs, and charges, enabling managers to better measure and report on important metrics within each grant, project, or work order.

Maximise fund usage and monitor project status

Workforce Activities also delivers powerful Grant and Project Tracking functionality to help deliver even more labour insight. If your organisation is already tracking time and labour, you can now take advantage of this data to better track progress against projects and grants and view how your labour measures up against key metrics such as budget, planned hours, and results. With access to this critical information, you can minimise compliance risk by reducing the amount of time it takes to complete an audit cycle and maximise grant fund usage.

You can also report on project status with many metrics for tracking project and nonproject activities. Workforce Activities also supports professional exempt employees — in addition to hourly employees — for greater visibility into allocated versus actual hours. All of this helps you keep a close eye on totals, so you can take critical action now, before it's too late.

Redefine your standards

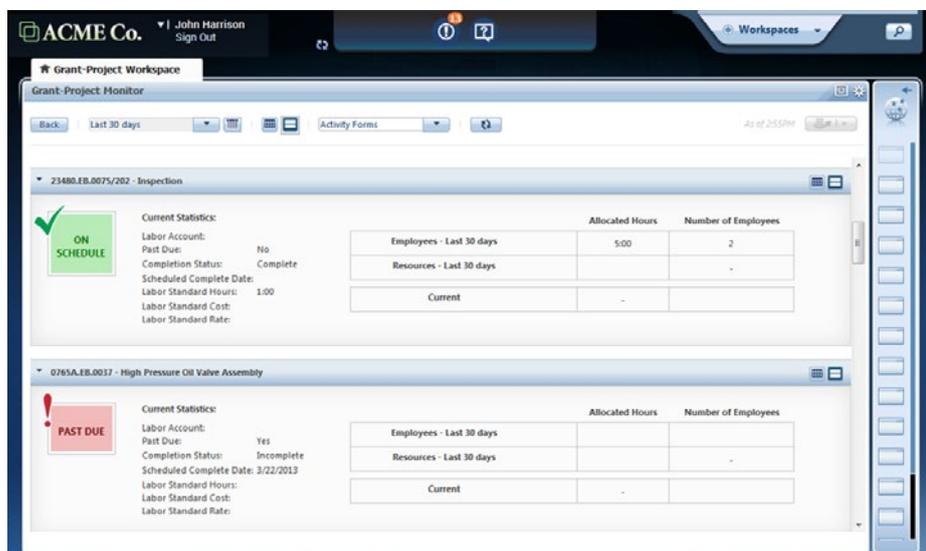
Are your workforce performance standards based on your underperformers? Why not change the way you do business and base your standards on your peak performers? No matter what your employees are measured on, you can quickly and easily identify both groups of employees.

The Activity Status view delivers dynamic access and granular visibility to this data, so you can re-evaluate your business operations and redefine your standards to measure against the best, resulting in improvements to your bottom line like never before.

Reconcile all paid time

What happens to paid time that's never assigned to a grant, project, or production operation? Could it account for your inconsistent revenues or profit margins? How would you know? If you can't capture this time, then your actual labour costs can't be accurately calculated. And apart from having to live with inaccurate cost figures, you also have to make do with limited insight into the causes behind revenue variances — and guess at what corrective actions need to be taken.

With Workforce Activities, you can create and track all labour tasks and subtasks. You can measure actual labour productivity to achieve 100 percent reconciliation of paid time to labour. With Workforce Activities you are empowered to make better business decisions based on deep insight instead of guesswork, so you can make accurate commitments to your customers.



The Workforce Activities scorecard delivers real-time access to data so you can make faster, better decisions.