

# 5 Warning Signs You Need Better Technology For Managing Overtime

Could life be easier with **better workforce technology**?

Is your organisation's time and attendance processes manual, semi-automated, and/or involve disparate systems? If yes, it's time to spot the warning signs and update your technology to deliver greater performance and profitability.



## The Warning Signs



Organisations should move from manual time management processes to automation to eliminate unnecessary overtime expense. Here are five warning signs that suggest it may be time to look at an automated time and attendance solution.

1

### Overtime costs are getting excessive

You are unable to break down your overtime to identify how much is due to absence, staff shortages, or just higher workloads. All you know is that overtime has risen because staff are covering for sick colleagues



2

### Escalating overtime is creating burnout and turnover

People are suffering burnout because they are working overtime to make up for staff shortages. This is spiraling into more overtime, escalating sick days, lower employee engagement and higher turnover.



3

### You suspect there might be overtime abuse

Without solid historical data to drill into, you may never be able to identify, analyze, isolate and solve overtime abuse issues.



4

### Some employees are getting more overtime assignments than others

With manual scheduling and a lack of visibility into employee history, some employees end up regularly getting prime shifts and overtime. This can put you in breach of specific collective bargaining agreements with your workers.



5

### You're struggling to assess the impact of overtime

Gathering meaningful data that allows you to identify trends and root causes to control employee time and keep a handle on overtime is difficult without an automated system.



Cloud-based time and attendance solutions can help you control labour costs, engage employees, minimise compliance risk, improve workforce productivity, and support your business growth. If you're experiencing any of the above symptoms, consider investing in a cloud-based solution today.

For more information, visit [www.ukg.com/en-IN](http://www.ukg.com/en-IN) or call +91 80 4680 9201