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6 Warning Signs You Need Better Technology To Schedule Employees

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

Using manual processes, it's difficult to schedule employees properly to suit customer needs, labour budgets, employee preferences, and labour rules. Errors can reduce productivity, raise costs, upset employees, and expose you to compliance fines. If you are seeing any of the warning flags below, it's time to upgrade your workforce management system.

1 Staff scheduling is now a full-time position

As things have become busier, you've found that scheduling is taking longer. This task requires a full-time person, which your budget can't accommodate.

2 Supervisors and managers are being pulled into scheduling issues

Supervisors and managers must make decisions to cover empty shifts due to schedule conflicts, individuals calling in sick, and the inability to simply find substitute workers.

3 You never have an accurate daily schedule

Because everything is manual, daily schedules are never accurate. Last-minute sick leave means someone else must take an additional shift, and trades mean people aren't where you expect them to be.

4 You're often under or over-staffed

You frequently find yourself either under-staffed — resulting in poor customer service and stressed employees — or over-staffed — resulting in greater labour expenditures and reduced productivity.

5 Employees are working back-to-back shifts

Employees can perform longer shifts or take on a second shift after a brief break to compensate for schedule gaps. However, this can drain them leading to more sick days and higher overtime costs

6 You're experiencing inequality in shift assignments

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

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 or call +91 80 4680 9201

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