�֊ BlueYonder

Workforce Management

Increase workforce visibility, respond with agility to changes in demand, engage and retain your organization's greatest assets

Business context

Efficient operations rely on the ability to optimize the productivity of associates as well as managers. This is made more difficult when rigid scheduling and personnel management systems cannot keep up with unexpected changes. Competitive labor markets and changing expectations of a multi-generational workforce make staffing a complicated and tenuous effort for many organizations. The new generation of workers wants flexible scheduling options and expects the autonomy of incorporating personal preferences and swapping shifts as norm to their daily work life where as established associates may prefer fixed schedules. Shopping habits can rapidly change impacting where labor is needed most.

The Blue Yonder solution

Increase your workforce visibility with Blue Yonder's Workforce Management delivered on the Luminate Platform. Powered by Microsoft Azure, best-in-class forecasts and advanced scheduling capabilities provide automated and rapid responses to unexpected swings in demand so organizations can optimize operations without sacrificing customer service. Flexible scheduling options meet changing expectations of the workforce. Mobile delivery keeps associates engaged, increases productivity and supports the organizations ability to recruit and maintain top talent.

Built with robust data insights and an engaging user experience, Workforce Management is an agile cross-industry solution backed by decades of experience with leading organizations around the world. Blue Yonder's workforce management is an integral part of a broad set of supply chain and retail capabilities that help organizations reduce costs, increase revenue, retain and recruit employees and better serve their customers.

Real results

Increase employee engagement up to

25%

Reduce labor violations up to

60%

Reduce labor expenses up to

10%

Reduce administrative costs up to

25%

Key features

- Provide visibility across the enterprise for workforce needs to support demand

- Forecast long-term, demand-based labor requirements with real-time precision

- Create and automate optimized schedules that are cost conscious and maintain proper staff levels

- Mobile self-service capabilities that enable visibility into schedule and shift availability

- Flexible scheduling options match the expectations of the changing workforce

Capability details

Long-Term Labor Planning

Powerful modeling capabilities balance corporate strategies, budgeting and labor forecasts with optimized site level resource staffing suggestions to calculate long-term labor plans. Sophisticated labor planning identifies cross-training opportunities to provide recruitment suggestions reducing turnover and labor costs. Strategic workforce plans balance the individual level with corporate plans and actual capacity ensuring each site reaches their potential without over-burdening or underutilizing its workforce.

Advanced Scheduling

Fully automated approach to forecasting and scheduling the workforce. The highly configurable labor demand and scheduling constraints ensure the creation of optimized schedules. Business forecasts can reforecast based on business needs. Labor demand generation considers service labor, non-service labor as well as min/max labor ensuring service levels can be met. Employee schedules can be automated or created manually that consider site workload, associate constraints, regulations and policies.
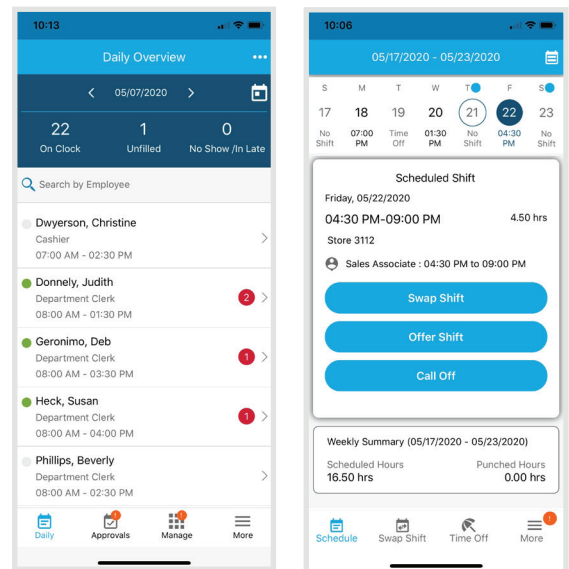
Time and Attendance

Time capture supports multiple clock options like web, soft and hard clock-ins. Schedule validations ensure the right person and right clock-in rules are followed. Attendance management provide capabilities like punch edits, audit trails, timecard statements, time off, accruals and exception handling. Evaluation of hours supports categorization, back and retro pay, adjustments, considerations for special and immediate pay, closing payroll and exports to a payroll system.

Mobile Application

Engage and empower the autonomous worker with a modern user experience. Employees can review schedules, punches, pay summaries as well as post and swap shifts, and update their availability and shift preferences. By offering flexible scheduling, employers will increase shift coverage and increase productivity. Manager functionality provide all the workforce management capabilities floor managers need in the palm of their hands.

Key benefits

- Optimize operations by adjusting to rapid changes in customer demand

- Improve schedule accuracy through automated scheduling options that let you manage by exception

- Increase retention rate and lower training costs by providing an engaging experience for associates

- Reduce uncovered shifts with flexible schedules that match the expectations of a multi-generation workforce

- Reduce overtime hours by scheduling the right number of associates through accurate forecasting

To learn more, visit blueyonder.com

Tryon Solutions

www.tryonsolutions.com

BlueYonder