



Optimize Employee Engagement and Employee Productivity

Strategies crucial to any successful business in this competitive environment include maximizing employee productivity and reducing labor costs.

Research shows that 83% of Best-in-Class companies directly attribute positive changes in revenue to improved employee engagement.

Want one easy way to improve employee engagement which will boost revenue, reduce labor costs, and motivate and maximize employee productivity?

Implement a workforce management system capable of keeping up with technology and governmental compliance. Using current technology, such as biometric time clocks or other labor systems, management can easily verify employee integrity, while at the same time motivating and monitoring employees.

Time and attendance software, one component of a workforce management system, gives you the tools and resources to reward those employees who deserve it, and address concerns with those who can perform better. Tracking employees daily identifies individuals who are on time and those who are in the habit of arriving late or leaving early. This promotes fairness and cultivates a healthy work environment. With standardized monitoring and reporting, it is easy for management to understand which employees are being the most productive and who requires additional training or managerial direction.

Accurately tracking your employees' time helps bring the best out of your employees while trimming operating expenses. An automated scheduling system with real-time access for employees can improve engagement by 8%, reduce overtime by 22%, and double the increase in customer satisfaction.

Automated workforce management software helps prevent wage and hour issues, and instills a sense of confidence and equality in the minds of everyone involved. Costs are reduced simply by the improvement in accuracy and reductions in the amount of paid time off granted in error, and productivity is increased by approximately 4%. For small organiza-



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tions, this means managers spend more time training and developing their employees. Larger organizations can use the productivity improvement to increase the number of employees per manager, enabling them to grow their revenues without adding managers.

When a dependable employee time tracking system is in place, there is no room for doubts and accusations.

If you've ever been involved

in a conversation about work

hours and wages, you know

firsthand how important it is to

track employee time correctly.

Small discrepancies can esca-

late between employees and

their managers over work hours

and pay. Surprisingly, employers

are inaccurate more often than you

might believe. Implementing a reliable

system to track, monitor, store, and cal-

culate employee hours accurately elimi-

nates these potential disputes. An employee

cannot argue his or her time when systems

confirm the time he or she punched in and out.

The probability of human error is eliminated when it

comes to payroll because the calculations are auto-

mated, which is beneficial for both employers and

employees. Another key benefit of time track-

ing software is the sense of accountability in

employees. When hourly employees know

their time is being monitored closely they

become more productive and effi-

cient. No employee wants an alert

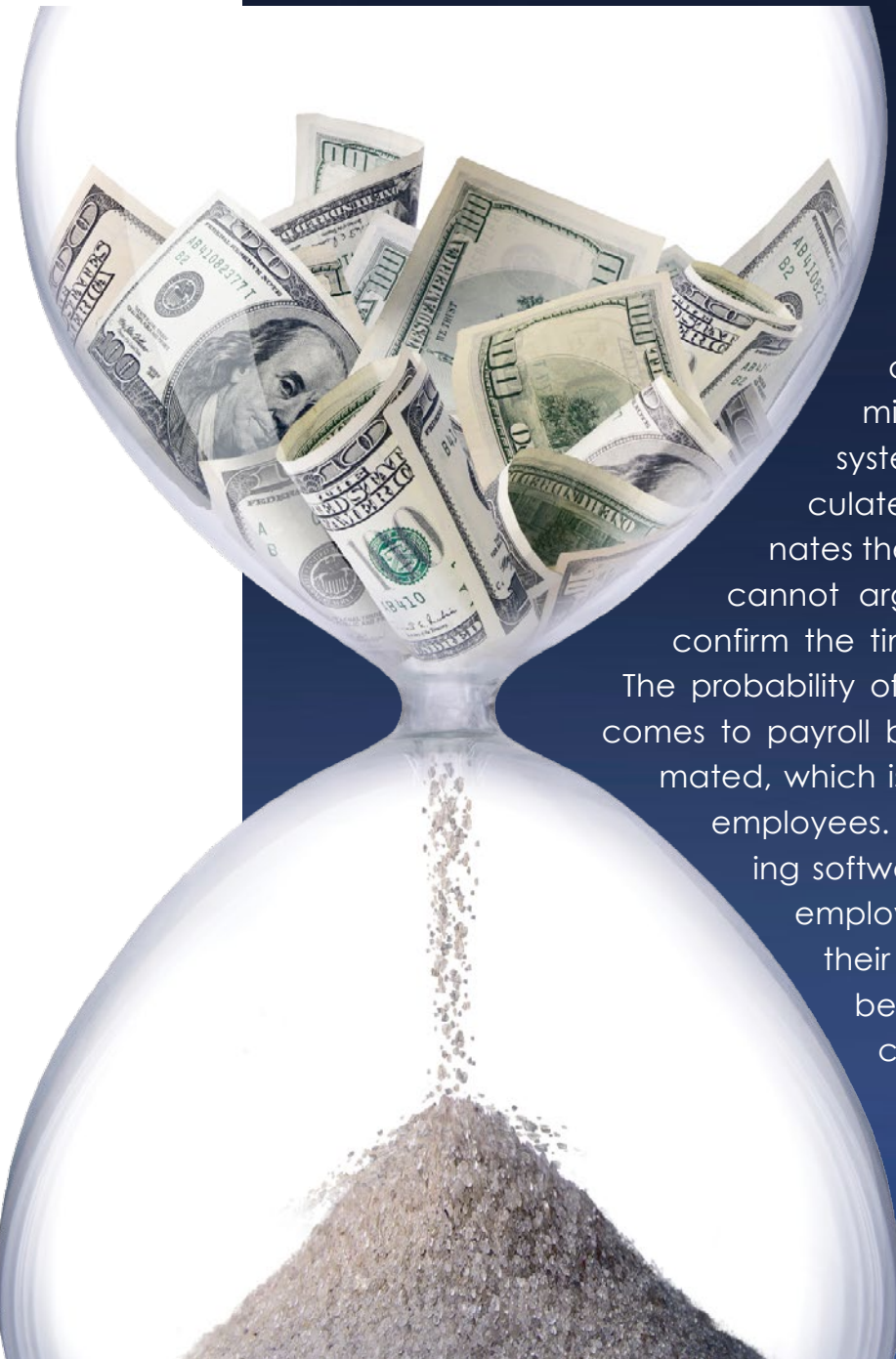
being sent to his or her supervisor, let-

ting them know he or she punched

in late or is under-producing.

In addition to promoting timeliness,

workforce management systems



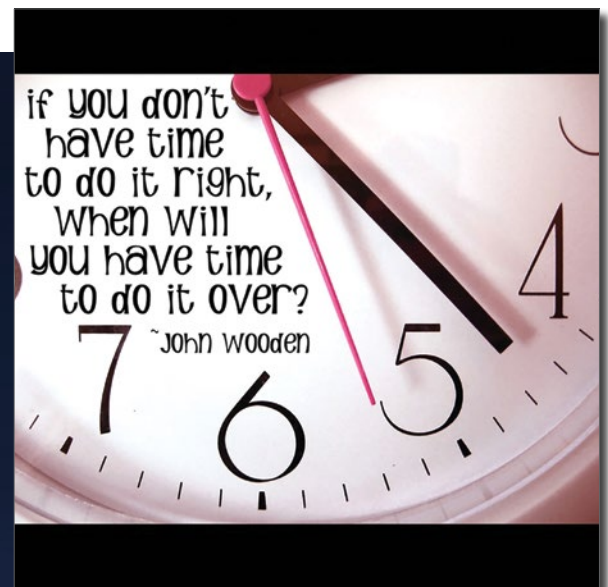
promote a sense of fairness and job satisfaction because every single employee knows that they are all being treated the same way, when it comes to time and attendance expectations. There is no bias or preferential treatment.

Employee engagement improves with self-service software that allows employees to bid on open shifts and request time-off. This feature empowers employees and promotes a healthy work environment.

Benefits

Automated workforce management systems also maximize employee productivity and reduce labor costs by:

- Scheduling and monitoring work hours to meet ACA and governmental requirements
- Minimizing errors and avoiding costly compliance fees and lawsuits with automated recording
- Eliminating time theft with time stamp confirmations
- Reducing administrative errors in payroll calculations
- Promoting timeliness and decreasing absenteeism and tardiness
- Motivating Employees
- Increasing efficiency and productivity



Results

- ✓ Improved profitability
- ✓ Improved quality of service
- ✓ Enhanced managerial performance
- ✓ Reduced operating expenses
- ✓ Reduced operating costs

Organizational goals are not merely about your endeavors, but involve your employees, your directors, your coworkers, your company's systems, and organization's tools.

Maximizing employee productivity and reducing labor costs is a top priority for all successful organizations. Investing in an automated time and attendance system is an investment in your future to prevent losing track of time and wasting money. 