

Labor Management

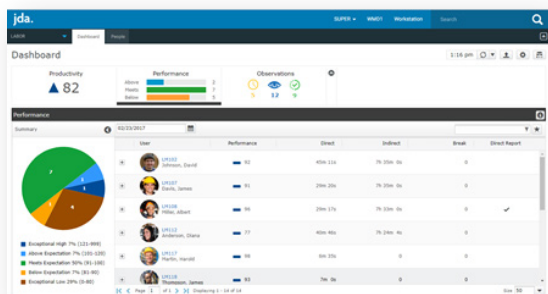
Maximize the potential of workforce

Business context

Employees make up the single largest cost in a distribution center. With pressures such as high employee turnover and significant training costs for temporary workforce, companies are turning to automation, robotics, and IoT technologies. Yet, the workforce offers the greatest potential to enhance overall performance. Unlock this potential with better labor management which drives employee engagement and productivity to enhance customer service and business results.

Solution description

Blue Yonder Labor Management is a comprehensive solution for organizations to gain granular visibility and fully understand the productivity of the workforce. The solution is highly scalable and is being leveraged by some of the largest organizations in the world. It guides organizations to define best practices and performance expectations, track warehouse activities to enhance employee accountability, and empower supervisors to effectively mentor their teams. Through dashboards and alerts, Labor Management enables management to be always aware of how operations are running and when opportunities are arising. Supervisors can address issues during the day through observations and coaching sessions. Associates benefit by having standardized processes, awareness of performance throughout the day, and job recognition.



Real results

Increased employee engagement by

35%

Increase productivity by

20%

Decreased labor expense by

35%

Reduce turnover by

50%

Key features

- Performance-Based transformation**

Move from the traditional “carrot and stick” mentality to a system and processes focused on maximizing performance and customer service.

- Integrated Labor Management and Workforce Scheduling**

Accurately forecast long-term workforce requirements based on both historical data and work content, as well as effectively schedule each week/day/hour based on demand, events, types of automation and associate preferences.

Capability offerings

Performance management

Measuring performance and ensuring compliance with regulations and work rules is central to workforce management. This area includes tracking indirect time, attendance, quality and safety, as well as calculating incentive rewards, enabling the creation of standard methodology for associates.

Resource planning

Long-term planning to review and plan for future headcount requirements to ensure the right number of workers with the right skills are available exactly when needed to fulfill demand. Forecast resource needs and balance across operations. Intra-day planning enables visibility into concerns before becoming issues.

Labor optimization

Timely assign and reassign workers to priority work areas and functions based on order flows, deadlines, skills and cost considerations. Effectively schedule each week, day and hour based on current demand, events, weather, types of automation and associate preferences.

Incentive and reward

Keep team morale high with incentives and instill quality standards. Create employee report cards, calculate incentives, and perform observation management. The solution is designed to integrate incentives and reward with payroll systems.

- **Proven process**

Enable the creation of standard methodology for associates to perform their jobs and for the organization to measure true productivity, and improve throughput.

Key benefits

- Significant labor productivity gains and warehouse throughput.
- Alignment of scheduled staffing with demand and detailed task-level measurement for all operational tasks.
- Increased employee performance through data driven coaching & feedback and reduced turnover.
- Improved employee engagement through for example mobile schedule management.
- Institutionalized productivity measurement & management.

Digital transformation is at your fingertips

To learn more, visit blueyonder.com

