Workforce Management

Labor Scheduling for the Modern Workforce

BlueYonder

Business context

As the economy bounces back and businesses reopen, it's never been more important to get workforce management right. Labor shortages are real, especially for frontline workers, and employees aren't afraid to leave one job for a better opportunity. It's critical to get the most out of your labor investment while appealing to employee preferences to minimize turnover and reduce costs. This means accurately tracking time and attendance, optimizing schedules based on demand and strategically preparing for future labor needs. Traditional systems can't deliver these outcomes, so labor costs increase, engagement decreases and performance suffers.

Blue Yonder's Workforce Management

Blue Yonder's Workforce Management (WFM) is a complete solution that includes everything from time and attendance and daily schedules to strategic employee planning. Using the industry's most accurate forecast, it generates optimized labor schedules that are compliant with labor laws and corporate policies. Plus, it provides the flexibility to adjust schedules mid-week if things change and lets employees swap or bid on shifts as their schedule allows. The solution provides a 12-month outlook on labor needs and recommends cross-training and recruitment opportunities to cover gaps.

Key features

- Time and attendance

- Labor planning

- Shift scheduling

- Labor compliance

- Payroll integration

- Employee self-service

- Cloud-enabled

Capability Offerings

Reliable Time and Attendance Tracking

Blue Yonder's WFM supports punches from mobile, web-based, soft, and hard time clocks. Valid punches are approved automatically, and any exceptions are flagged for manager review. Audit trails track time off, accruals, attendance exceptions, and more. The system determines the proper payment category for hours worked and then exports the closing payroll data to any payroll system for processing.

The Industry's Most Accurate Forecasting

Blue Yonder's WFM generates weekly work schedules that perfectly align labor availability with demand. Schedules are built upon forecasts that consider historical data, seasonality, and upcoming events to accurately predict need. Shifts are then assigned to employees based on required skills, employee availability and preference, min/max service levels, and other considerations. Businesses can create blank schedules with workers picking their own shifts, which often results in higher shift coverage. Adjustments can be made mid-week as needed, so schedules are always optimized to business needs.

Simplified Labor Compliance

Blue Yonder takes the complexity out of complying with local and federal labor laws. Automated weekly schedules are designed in compliance with regulations and corporate policies, and the system prevents managers from manually creating schedules that aren't compliant. Blue Yonder's WFM supports businesses across 45 countries, with highly-configurable settings that can manage even the most complex regulations.

Empowering Employees with Self-Service

Keeping good employees in today's climate is a challenge. Blue Yonder empowers employees to view schedules, swap shifts, or request time off from any mobile device, providing more control over their work/life balance. When things change, employees can post shifts, swap shifts or pick up shifts in real time, providing maximum flexibility while ensuring proper shift coverage.

Strategic Workforce Planning

Powerful modeling capabilities balance 12-month labor forecasts with corporate budgets to identify future staffing requirements for each site. This includes both cross-training opportunities and recruitment recommendations to cover potential gaps the most efficient way possible. Strategic plans balance site-level labor plans with corporate budgets to ensure each location has coverage without over-burdening or underutilizing its workforce.

A Partner You Can Trust

Blue Yonder's WFM helps businesses engage and empower their workers to build strong teams of well-trained, long-term employees while optimizing labor investment for maximum efficiency. It's an integral part of a broad set of capabilities that help organizations reduce costs, increase revenue, retain and recruit employees, and better serve their customers. And the cloud-based SaaS infrastructure provides maximum system uptime and scalability to support the world's largest businesses.

Blue Yonder's WFM is Trusted by Businesses Around the Globe

7.2
million active employees scheduled weekly

265
clients across 45 countries

Key benefits

- Increase employee engagement with self-service tools and more scheduling flexibility

- Optimize workforce productivity and reduce costs with closer alignment between labor availability and demand

- React faster to changes in demand with mid-week scheduling rebalancing

- Minimize expensive labor violations with automated schedules already in compliance with regulations

- Properly plan for future labor needs with 12-month site-level forecasts aligned with budgets

For more information visit
blueyonder.com/solutions/workforce-management

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