

Workforce Management

Synerion Scheduling

Synerion Scheduling addresses the main challenge faced by laborintensive sectors: controlling labor costs without compromising the quality of service and ensuring compliance with statutory and union requirements. Synerion Scheduling system enables you to effectively manage and streamline your workforce, while at the same time increasing employee productivity and maintaining client satisfaction, without jeopardizing the bottom line.

Cost-Effective Planning

Synerion Scheduling system enables managers to:

- Generate long term schedules that respect budgets
- Create schedules based on expected workloads, at an employee / department / shift / position level, to prevent overstaffing and/or understaffing
- Assign employees to shifts according to fixed or flexible work patterns, for optimum staff coverage of planned workloads, while taking into consideration employee availability and working preferences
- Identify staffing gaps in the short term and perform ad-hoc staff assignment.

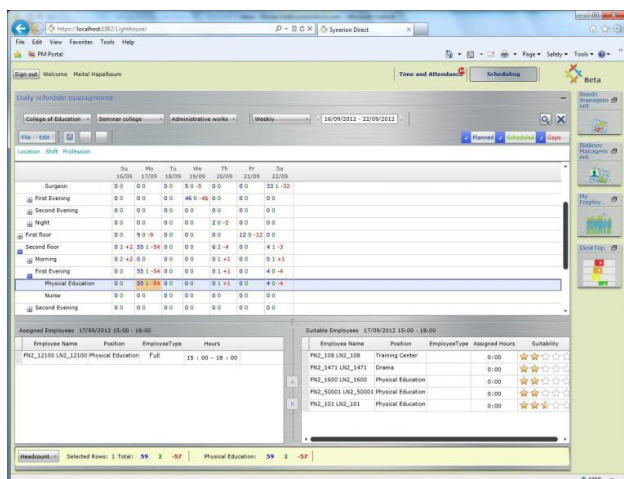
Synerion Scheduling system provides:

- Recommendations about the most suitable employee to be assigned based on set of configurable attributes, such as fit to position, seniority, vacation balance and more
- Real time alerts when violating labor legislation, and when non compliant with union, statutory and company policies
- Manager and employee desktops with embedded analytics, notifications and alerts.

Synerion’s integrated and comprehensive Workforce Management solution address issues such as planning and scheduling, employee time and attendance management, absence management and more.

Key Benefits of Synerion Scheduling:

- **Ability to easily identify gaps between the budget forecast and planned schedules** before deviations occur, to allow corrective action to staff schedules
- **Reduction of labor costs** – Synerion Scheduling system offers a list of recommended employees based on seniority, worked hours and vacation balance, providing managers with the “big picture” and supports them in making informed scheduling decisions
- **Total compliance with labor laws, regulations and union agreements**
- **An alerts engine to warn of deviation from work hours, number of shifts, rest time between shifts, number of consecutive days worked, etc.**
- **Friendly, intuitive and smart interface** for managers and employees, that provides notifications concerning issues requiring immediate attention
- **Real time information** pushed to Smartphones, including employee schedules and alerts.





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Main Features

Long term planning

- Define staffing requirements based on expected workloads
 - Automatic auditing for compliance with statutory and union labor regulations
 - Define necessary coverage based on the ratio of required staff per division / shift / position
 - Periodic planning of workforce budget.
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Long term Scheduling

- Assign employees to shifts dynamically or according to fixed patterns, including shift rotation, while taking employee working preferences into account
 - "Recommended employees" feature – system recommendation of the most suitable employee to be assigned (based on fit to position, seniority, vacation balance and additional configurable attributes).
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Short term Scheduling

- Identify staffing gaps, and perform ad-hoc staff assignment
 - Ability to schedule split shifts and plan absences
 - Ability to "loan" employees from one department to another.
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Manager and employee desktop

- Comparison between planned schedule and budget in terms of hours and their cost, including display of the variance.
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Alerts

- Alerts on deviations from the amount of allowed working hours, number of shifts, rest hours between shifts, number of consecutive work days, and many other user selectable definitions.
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Integration with Time & Attendance

- Ability to pay employees either according to work hours scheduled or according to actual hours of attendance via **Synerion's Time and Attendance** system
 - Option to convert potential overtime to a day off, subject to supervisor's approval via **Synerion's Absence Management** system.
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Solution architecture

- Web solution
 - Microsoft technology
 - Database: SQL 2005 or higher.
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