Workforce Management: Staying a Step Ahead to Drive Business Outcomes

Managing a workforce sounds pretty simple, when in reality it's anything but. You're tasked with boosting productivity and controlling costs, while juggling HR-related compliance. There's no doubt that time & labor management is a complex undertaking — and one misstep can cost you. Is it time to step up your workforce management efforts? Let ADP help you automate and consolidate your systems to improve access to vital workforce data, so you can hit the ground running. **We're with you every step of the way!**

If you're not automating your absence management, you're missing out on benefits like…
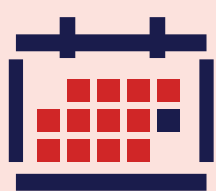
a **19%** reduction in payroll

&

a **7%** reduction in unplanned overtime.[1]

Almost 1/3 of the workforce regularly works more than 40 hours a week.

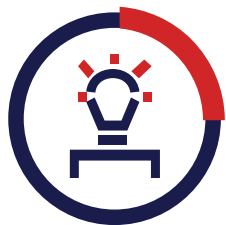**The effects of unplanned absenteeism?**

American businesses lose **2.8 billion work days** each year, at a price tag of **$74 billion**.[3]

Unplanned employee absences cause an **11% loss in manager productivity**

And a **31% loss** in productivity with replacement workers.[1]

What single step can produce:

a **24% higher** employee engagement rate
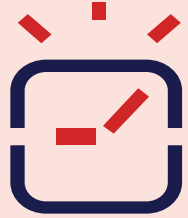
a **50%** improvement in compliance?

Companies that implement automated scheduling gain a huge advantage when it comes to time and labor management.

Have you calculated your leave liability lately?

Automated workforce management eliminates **1¼** days of unearned leave per employee.[5]

Time and labor management investigations find violations at a rate of nearly 80%

Top 10 settlements in various employment related categories totaled **$1.75 billion** in 2016.[6]

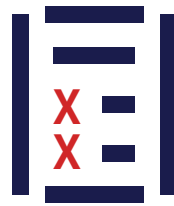**What do 91% of all employment class action lawsuits have in common?**

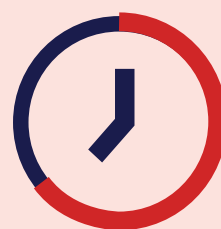They involve **wage** and **hour** claims.[7]

What are the penalties for incorrect ACA reporting?

Minimum Penalty → **$200 Total** Per IRS Return and Employee Statement

Maximum Penalty → **$1.5 Million**[8]

What is the typical return of an automated time and attendance solution?

Managers can expect an **average savings** of **40 minutes** per week.[5]

Mobile-enabled workforce management is on the rise.
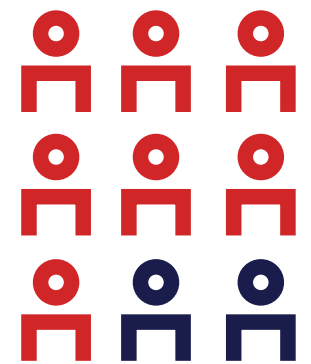
Throughout the workday,

95% of respondents use **mobile** for work-related tasks.

&

78% would use a **mobile app** to input and submit time & task data.[9]

More than 80% of HR professionals score themselves low in their ability to analyze data.[10]

However **57%** expect to have integrated analytics across multiple systems within the next two years.[11]

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1) Aberdeen Group, "Aberdeen Total Workforce Management 2013: Scheduling," July 2013. 2) U.S. Bureau of Labor Statistics. 3) Corporate Wellness Magazine, Controlling the Cost and Impact of Absenteeism, 2012. 4) Aberdeen Group, "Improving Productivity and Reducing Labor Costs Through Automated Absence Management," December 2012. 5) Nucleus Research. 6) Annual Workplace Class Action Litigation Report: 2017 Edition, Seyfarth Shaw LLP. 7) NERA, Trends in Wage and Hour Settlements. 8) ADP, "Human Capital Insights Vol. 3" 2015. 9) "Mobile Keeps Business Moving Forward," Changepoint, November 2016. 10) Deloitte 2015 Market Trends.

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