



## “WIN / WIN” EMPLOYEE SHIFT SCHEDULING SOLUTIONS





## SOLVING COMPLEX PROBLEMS REQUIRES CREATIVE THINKING "THINKING OUTSIDE THE BOX"



**BREAKING THE BARRIER!  
DO NOT LIMIT THE SCOPE  
OF YOUR THINKING!**

**The Objective: Having the right number of people at the right place and at the right time**



## “WIN / WIN PLAYERS”

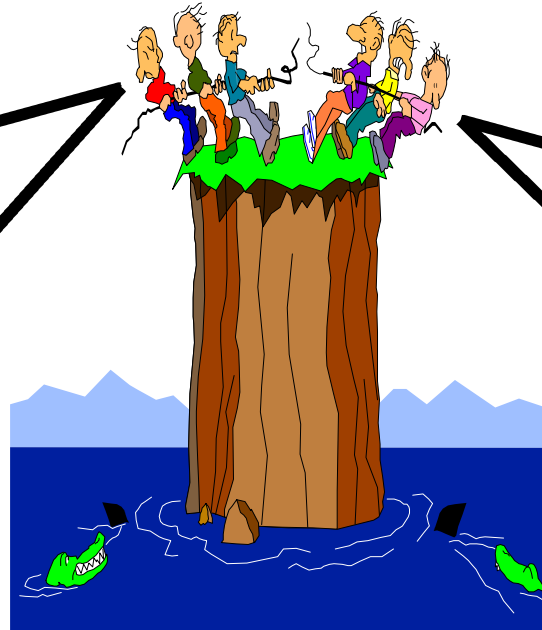
- 1. Employees:** *Equal access to system benefits, more planned time off during prime time months, and regular day off rotations that maximize weekend time off.*
- 2. Operations Management:** *Automated scheduling, skills, licenses, and qualifications management fully integrated into scheduling, automated planned leave calendars, automated bid processing, automated absenteeism accounting.*
- 3. Fiscal Management:** *Budget based scheduling versus budgets that are schedule based.*
- 4. Time and Attendance and Payroll Management:** *Fully integrated into scheduling (entitlements, leave usage and balances, time sheets, payroll data capture, payroll data transfer)*
- 5. Executive Management:** *Payroll cost reduction and control and on-line data to facilitate operations auditing and internal control business processes.*



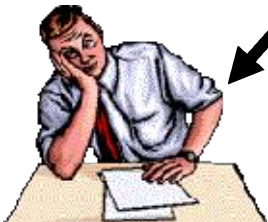
## EMPLOYEE SHIFT SCHEDULING - THE MAJOR VARIABLES



**PEOPLE  
AND  
MONEY**



**POSTS / POSITIONS**



**SHIFT &  
SCHEDULE  
DESIGN**



**DEPLOYABLE  
DAYS**

**ESTABLISH WIN/WIN CONTROL STRATEGIES**



## WORKFORCE MANAGEMENT VARIABLES

### Posts/Positions



### Deployable Days



### People



### Money



### Shift & Schedule Design



### **LABOR SUPPLY / DEMAND ANALYSES**

#### **EMPLOYABLE SHIFT SCHEDULING** **FEATURING LABOR SUPPLY / DEMAND ANALYSES**

Establishing a start of the fiscal year budgeted balance condition that factors in the following: 1) The money and people, 2) the posts/positions, and 3) the employee average deployable days available to support employee scheduling.

### **THEN**

#### **LABOR/ SUPPLY / DEMAND PROJECTIONS AND MAINTAINING CONTINUOUS BALANCE AND CONTROL**

Projecting balances twelve months out and using the projections to develop strategies to return to a balanced conditions.



Budget Challenge

### Managing The Variables



**BALANCE**



## **ASSESSING STAFF SUPPLY AND STAFF DEMAND**





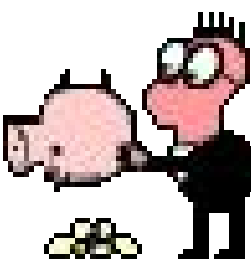
## MANAGEMENT'S DILEMMA!

### PEOPLE AND MONEY (SUPPLY)

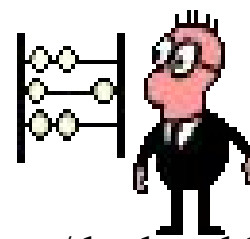
MONEY BUDGETED	PEOPLE BUDGETED
<b>\$10,939,629</b>	<b>188</b>

### POSTS – POSITIONS – DEPLOYABLE DAYS FACTORS – (DEMAND)

MONEY DEMAND	PEOPLE DEMAND
<b>\$12,181,892</b>	<b>206.466</b>



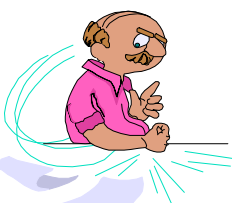
Increase money and/or people



Adjust (+/-) posts/deployable days



Some of each!



Implement rigid staffing pattern controls



Do nothing!



<mailto:info@hatrak.com?subject=Requesting information regarding Hatrak Employee Shift Scheduling Software>

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