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Buy the hour

Using data to curtail the costs of
workforce safety, overtime and planning

If you depend on an hourly workforce, you're walking a tightrope between risk and reward.

Sure, you have systems to manage virtually every process and technology to tackle nearly anything from training to time-tracking, but if you're like many HR leaders, you still struggle in a few key areas:

- **Workforce safety, and its effect on employees and the bottom line**
- **Overtime, and the unpredictable impact it has on the budget**
- **Staffing, and the importance of preparing for future demands**

Uncertainty in any of these areas is costly, tipping the balance away from reward and toward risk. But with the wealth of workforce data you already have, you can drive efficiency and accuracy into the process. You don't have to be making critical workforce decisions in the dark.



Access safety in your data.

It happens every seven seconds.

According to the National Safety Council, that's how often a worker is injured on the job in the U.S. That's 4.6 million injuries a year and a staggering 104 million lost production days.



4.6 million injuries a year



104 million lost production days



And we're only scratching the surface. Think of the long-term costs you face when an employee is injured—the costly shutdowns, the expensive fines, the damage to your corporate reputation and your ability to attract top talent. Think, too, of the trickle-down effects it has on your other employees who have to pick up the slack for injured workers. Then add in their overtime, and their physical and mental fatigue, and the heightened risk of another injury.

Here's how:

Integrate the data from your safety system (the date, location, time, source and nature of safety incidents) with the rest of your HR, timekeeping, financial and other information, and you'll see the patterns and root causes behind the injuries. With that data in hand, you can:

- **Identify at-risk employee populations—by shift, tenure, age, site, manager, etc.—and be able to address their needs**
- **Examine workplace incidents by demographic, severity and other filters, then target focused initiatives at root causes and the right teams**
- **Evaluate which safety training, protocols, etc. are effective and, more importantly, which are not**
- **Report results and improvements, such as reductions in shutdowns and fines and increases in productivity and performance**



Get out from under overtime.

If overtime wasn't expensive, employees wouldn't fight to get it.

And according to Staff Industry Review, they're getting an average of 4.5+ hours per week in industries like manufacturing. Multiply that figure by roughly half of your employees (a figure TSheets documented in the areas of construction, transportation, agriculture and again, manufacturing), and you can see why costs are skyrocketing.



**Overtime average:
4.5+ hours per week**



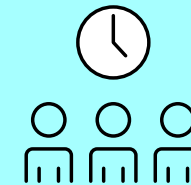
Overtime is such a significant expense, in fact, that it can cause strain all across a company: unbudgeted compensation eats into bottom-line profits; employees can pad their paychecks by tapping the overtime opportunity; and too many hours simply takes too high a toll on workers—increasing burnout while decreasing safety and satisfaction. Overtime-related fatigue, for example, directly impacts employees' ability to carry out even the simplest tasks.

As a result, you're paying a premium for less-effective work in more dangerous circumstances.

Here's how:

Control overtime by connecting all your workforce data, no matter what system or process it's a part of. With that pool of data, you can:

- **Examine short shifts to identify patterns and target abuse**
- **Identify shifts with the highest incidences of overtime and pinpoint where/with whom it's occurring**
- **Examine the impact of absenteeism and injury and develop a plan to address both**
- **Measure productivity of overtime shifts to determine if the impact is worth the cost**
- **Meet capacity demands by balancing contingent and part-time workers**
- **Offer premium pay to take hard-to-fill shifts instead of paying overtime, increasing satisfaction while decreasing costs**
- **Weigh necessary overtime against all eligible workers, striking balance between costs and productivity**



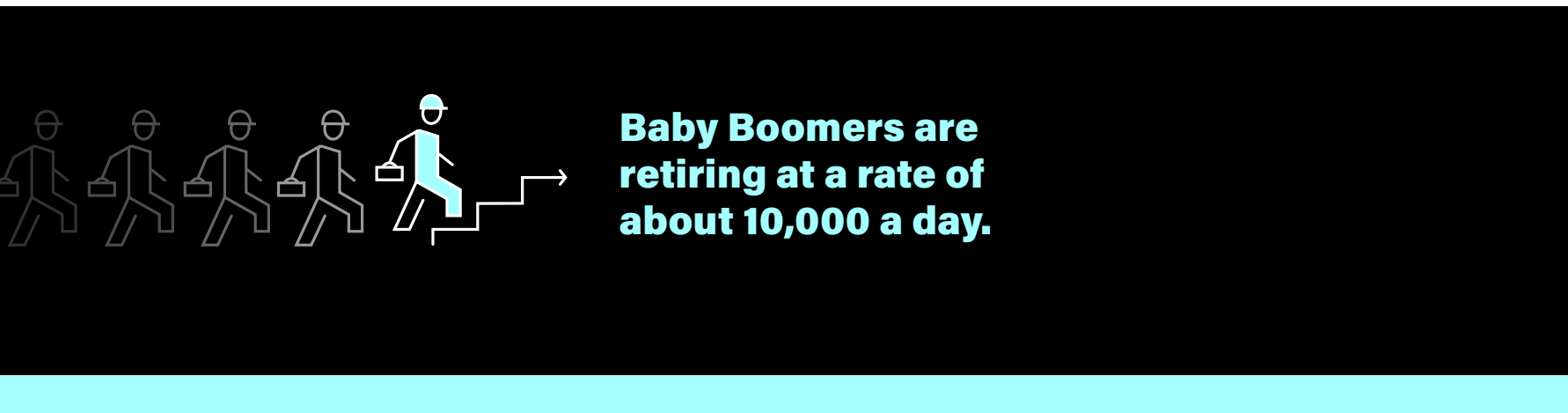
Softening a spike in overtime.

Using the insight gained from patterns in work time, sick leave and other metrics, one organization was able to quickly and effortlessly build an action plan and take on a surge in overtime by business unit.

Be confident in what's coming.

Workforce planning often feels like guesswork, and with unemployment at historical lows, it's hard to see past next week's empty schedule, let alone focus on long-term staffing.

The bad news is those numbers are going to get worse.



In the last two decades, we've seen the labor participation rate—the percentage of the population that's able to work—decline significantly, falling from 67% in January of 2000 to 63% in July of 2019.

Perhaps more importantly, a major portion of the workforce is leaving the workforce. Baby Boomers, the largest generation of workers, are retiring at a rate of about 10,000 a day.

Here's how:

Tap into past and current performance data to more accurately plan your future needs. When you link all your data sources, you can correlate everything from payroll and training details to timekeeping and finances. With this data at your disposal, you can:

- **Examine the success of candidates from various sources and target your recruiting efforts accordingly**
- **Identify and predict attrition rates (due to retirement or other factors) by job and location**
- **Measure the correlation between compensation and turnover, then build offers that attract and retain top talent**
- **Evaluate the success of training programs on skill development**
- **Link revenue and production forecasts to capacity and skills assessments**
- **Prioritize jobs and job sites for hiring to ensure you stay ahead of demand**
- **Create on-the-job training programs to develop staff you have in place for new roles and needs or quickly up-level non-traditional candidate**



Tackling turnover.

With easy access to analytics, a customer was able to estimate the cost of its voluntary turnover and report potential savings of \$55 million to the CHRO. This insight paved the way for a company-wide goal of reducing turnover within the fiscal year.

Where do you start?

It's always good to start with questions. Like, "How does seniority affect safety?" "Is overtime tied to absenteeism?" or "Does compensation substantially impact turnover?"

The biggest question? Can your existing system give you the answers? If so, you're probably tracking and capturing the right information—and you'll be able to more easily curtail costs and plan effectively. If not, how do you make the corrections to deliver the right answers?

[You start here.](#)



With all your data in one place, workforce safety, overtime and planning are all taken care of.

The data you have—and the solutions that pull it all together—can eliminate the unpredictability of managing your workforce. These solutions integrate HR, timekeeping, safety and other crucial data in one, easy-to-access location. They apply turnkey analytics built on best practices and proven metrics. They go beyond traditional HR systems and homegrown solutions.

So you get data-driven answers to your most critical questions.

So you can link team attitudes and behavior to performance and results.

So you can drive down risk while driving up rewards.

Visit visier.com/workforce to get going.

