

ROI of automated

workforce management

See The True Story The Numbers Reveal



The world of work has become increasingly digitized, faster-paced, more complex, and more dispersed. Yet many companies of all sizes have failed to shift to automated workforce management (WFM). Sometimes, team managers and HR leaders don't see the value. Other times, stakeholders struggle to persuade the C-suite of the advantages

But, what do the numbers say? They tell a remarkable story of the benefits of automating WFM processes.





First: 7 Reasons You Need Automated Workforce Management

- Reduce the time everyone spends on requests for time off, shift changes, scheduling, and more
- covered on time and with the right people Ensure compliance with wage-and-

Make sure every shift is properly

hour laws and time-off regulations (even in California!)

Reduce data errors by employees,

managers, and HR staff **5.** Increase employee engagement with

employee self-service features

Improve the employee experience with **6.** transparency and easier daily tasks

Make a smart investment: proven ROI

for the company





Automated time and attendance ensures employees are paid accurately and on time, every time, and that managers and HR leaders have time back to

focus on real work.



Amount of time managers and small-business owners who calculate their own payroll spend on the task per

+5 hours per pay period

period, on average.

Find the process frustrating

And managers aren't happy about it.

Find the process complicating	47%
Find the processing confusing	44%
Are uncomfortable with the process	33%



1 in 2 employees

\$11 billion

Admit to adding 15-60 Estimated cost of time theft minutes to their timesheets to U.S. companies annually

While manual systems can heighten turnover



Employees who will look for a new job after two payroll mistakes

Sources: Austin Business Journal, 2022; Intuit; The Payroll Edge, 2022

Scheduling

The right automated scheduling solution empowers managers to create, review, and publish schedules in minutes — accurately and easily — saving everyone time and ensuring compliance.





The time the average manager spends handling work scheduling each week.

Inconsistent scheduling hurts the employee experience and creates hardships at home.



Increased turnover among employees who experience at least one canceled shift per pay period

Employees who want more stable, predictable scheduling.

Percentage of employees who receive less than two weeks' notice of their shift

70% Employees who experienced at least one last-minute shift change in the previous month.

While time theft is costing you money.

14%

Employees who experienced at least one canceled shift in the previous month.

+13%

hardship among employees with unstable schedules

Higher risk of hunger

Higher risk of housing hardship for employees with unstable schedules

Source: Bloomberg Quickbooks; Intuit; The Shift Project, 2020

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Automated time off management lets managers handle requests in real time and ensures compliance with time off laws. Employees can easily request and track time off, supporting them to take their earned time off and combat employee burnout.

American workers take less time off than they are allowed.

When time off management breaks down ...

U.S. workers report feeling burned out at work very often or	
Employees have been unable to establish a work-life balance	



And, burnout is costly in many ways. Average cost of unscheduled absenteeism \$3,600

31%

per year for each hourly worker

think about quitting

their job multiple

times a month

80%

60% 40% 20% 41%

say they are

emotionally drained at the end of each shift

Customer-facing worker burnout

Percentage of CIOs who say digitizing HR processes has increased **♦ 75%** the function's effectiveness

ROI of automated time off management



2200% +

That's the potential ROI of WorkEasy Time Off, our cloud-based, centralized

time off management solution for today's workforce. At a rate of \$3 per

employee per month for a company of 100 full-time employees, WorkEasy

Time Off costs \$3,600 annually. That's the annual average cost of unscheduled absenteeism for just one employee. If automated time-off management reduces absenteeism by only 50% across all 100 employees, that's still an annual savings of \$180,00. [See a calculation model: Factorial HR]



Sources: Pew Research, 2023; Gallup, 2023; Harvard Business Review, 2021; Circadian, 2021; Qualtrics, 2023

Tens of thousands of dollars

HR Data Management

Manual filing comes at a cost The hours each week SMB owners would like to free up to fully handle administrative tasks

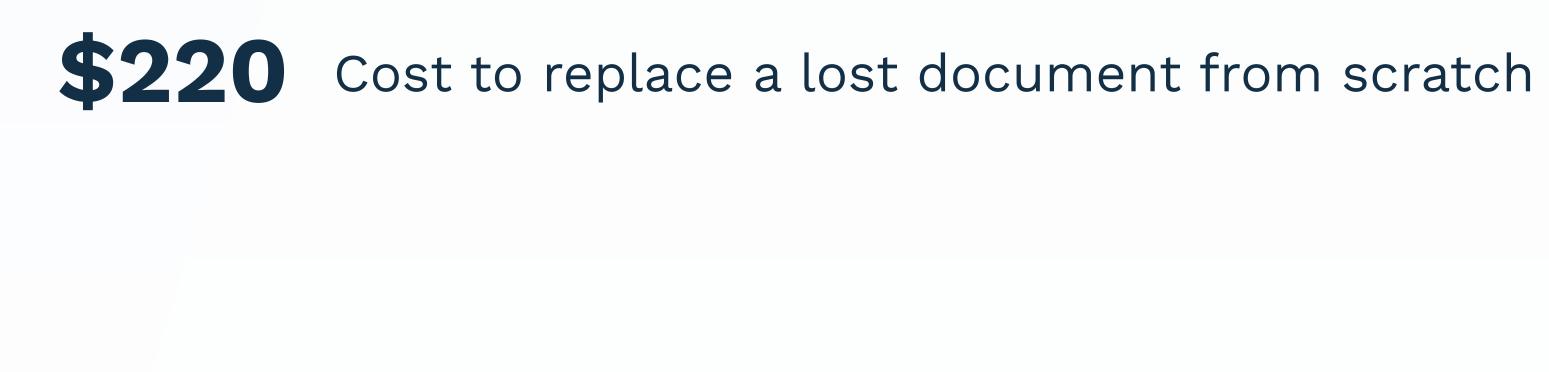
-45%

HR paperwork often feels like a never-ending grind. Automated data management

gives HR leaders time back to do real work — letting centralized and secure

storage, retrieval, reporting, document creation, and updates manage the data.

in annual savings!



-31%

HR paperwork

Automation improves accuracy and helps the bottom line.

Reduction in error Reduced cost of HR rate by automating paperwork processing

More importantly, automation improves the employee experience.

80% HR employees felt using automated HR improved employee

attitudes toward the company

75% HR tasks that consist of time-consuming, tedious work

90% HR leaders who believe automation reduces repetitive tasks

87% HR leaders find automation improves capacity for creativity

Source: The Independent, 2023; PwC (cited); Paycom, 2023; University of Southern California, 2020; Workflow Quarterly, 2019



Drive ROI With WorkEasy Software

The numbers don't lie. The right automated workforce management solution will pay for itself by reducing errors, increasing efficiency, saving everyone time, ensuring compliance with time and labor regulations, and boosting employee engagement and company loyalty.

Imagine:

No more jumping through hoops

- Getting more time back to do real work
- Effective workforce management for everyone

In short, we make it surprisingly easy for any company to track time, plan time off, and manage schedules and HR data.

Powerful time tracking.

Easily handle even the most complex clocking, tracking, and compensation rules.

Scheduling in minutes.

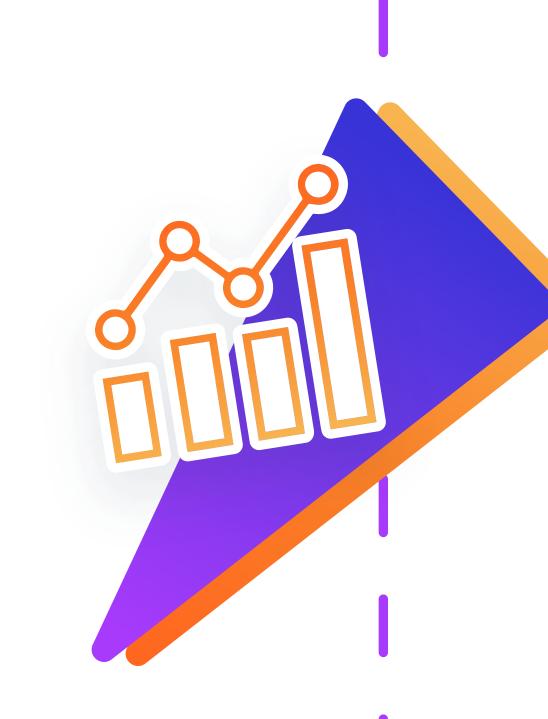
Create, share, and update schedules in minutes, not hours — save time and money.

Time off made easy.

Time off automation ensures compliance, reduces cost, and reclaims lost hours.

Centralized HR data.

Create templates, prefill fields, require e-signatures, and manage records.







Beyond Features and Functionality: Dedication, Pride, and Years of Experience

We do more than put the most innovative workforce management tools in your hands. We support you at every step with teams of specialized experts dedicated to making your experience remarkable.

