

# Workforce Management

Managing a workforce is moving beyond the payroll and employee management tasks and the focus is moving rapidly to the demand to manage the bottom line. Companies large and small are relying on workforce management solutions to reduce costs, increase revenue, optimise business processes, improve employee satisfaction and reduce turnover. Specialist workforce management software from organisations like PowerForce Software helps deliver on these new demands. Existing workforce management processes are typically fragmented across the enterprise in functional and operational silos. Each process requires vast amounts of administrative effort, and can be inaccurate and error-prone. Errors in transcription, data entry and data transfer can be costly - in overpayments, in administrative effort to correct them, in understaffing of critical jobs, and in poor customer service... These day-to-day management processes are further disconnected from the organisation's strategic employee management - resulting in not only operational inefficiencies, but also poor strategic execution.

The PowerForce workforce management application suite provides a complete set of tools to address the challenges of managing and deploying an organisation's workforce for optimal profitability. The PowerForce application suite drives workforce optimisation by automating and integrating every aspect of the workforce management lifecycle, from labor budgeting and forecasting, employee rostering, time and attendance, payroll and client services billing. The PowerForce application specifically targets workforce management costs and day to day labour challenges across the entire organisation. The end results are tangible benefits to all stakeholders, including: the CFO/Finance operation, Human Resources (HR), Payroll, the IT operation, first line supervisors and employees themselves.

Organisations significantly reduce costs with PowerForce Workforce Management solutions by identifying and standardizing on workforce management best practices, by eliminating compensation errors and inefficiencies, and by providing managers and executives with real-time information for better decision-making. The PowerForce application addresses these critical needs by offering the most flexibility and advanced functionality in the industry. PowerForce is easily configurable and allows organisations to automate and manage a virtually unlimited breadth of employee processes across all business functions, without relying on expensive custom code. Specific benefits of PowerForce's workforce management solutions are outlined below

## Stakeholder Benefits

### CFO/Finance

- Reduce costs of complex employee-centric processes
- Increase productivity across the organisation
- Improve decision-making capabilities by capturing and analyzing metrics previously unavailable
- Increase visibility into business performance

### HR

- Quickly align with the needs of various business units
- Reduce costs by automating the most cumbersome, costly and frequent employee-related functions
- Shift role from administrative to strategic

### Payroll

- Minimize payroll errors and expedite payroll processing
- Meet critical deadlines by significantly reducing cycle times of zero to gross pay calculations
- Reduce administrative costs by automating previously manual processes

### IT

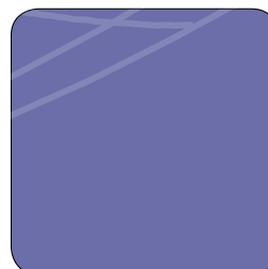
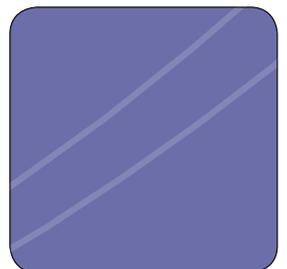
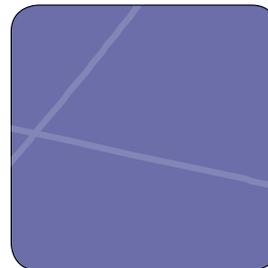
- Support diverse and increasingly complex HR/Payroll initiatives via cost effective and flexible infrastructures
- Minimal support required from IT to manage PowerForce

### Supervisors

- Reduce time spent on time and attendance
- Decrease administrative work
- Maximize employee productivity through correct scheduling
- Increase revenues through improved service.

### Employees

- Equity of pay and overtime
- Employee Self-service and process visibility
- Schedule and shift flexibility



## Features

The distinguishing features of PowerForce are the centralisation of all employee management data based around the roster, which is the real driver of all employment, client billing and employee management. Every employee whether casual, full-time, salaried are paid and measured based upon their work attendance and duties, so it makes sense to make the roster the center.

Available modules include:

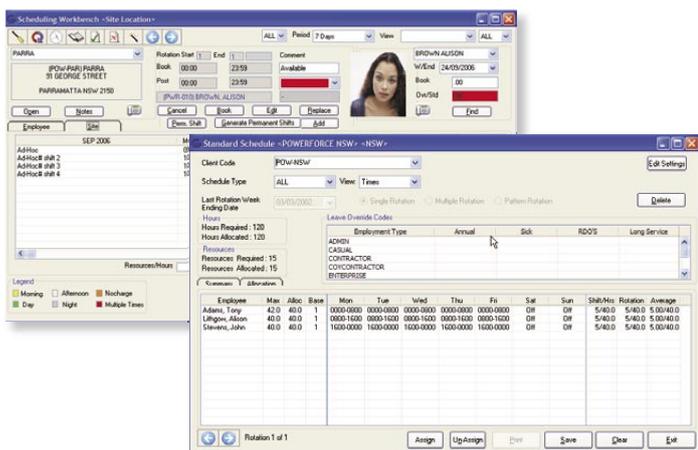
- Rostering
- Personnel Administration
- Payroll Processing & Management
- Award Interpretation
- Time and Attendance
- Client Billing (for labour hire & services organisations)



## Make it Pay

The PowerForce application suite is designed for companies in all industries that seek to better manage their workforce for improved competitive advantage. Let PowerForce help you optimise the value of your employees and generate a fast return through:

- Reduced administrative workloads and overheads
- Enhanced sharing of employee data across the enterprise (one database)
- Streamlined payroll processing through automated award interpretation
- Increased productivity and profitability through more effective rostering
- Reduced costs of ownership
- Increased ability to adapt to business growth and change.



## POWERFORCE

- Boost your productivity
- Increase your profitability



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