

WorkForce Performance

Equip Your Team to Do Their Best Work, Wherever Work Happens

Leading organizations prioritize initiatives that create and maintain a high-performing, agile workforce. To build the foundation for a modern workforce, organizations must set clear expectations and goals, remove obstacles that distract from core business, and enable employees to perform their best work. Only then can the heart of the organization—its people—focus on the activities that create the most value.

WorkForce Performance delivers enterprise-grade labor forecasting, scheduling, time, attendance, and absence management capabilities that provide a new level of adaptability, efficiency, and ease of use to ensure organizations can support their global teams while leading through change. Thus, organizations can quickly respond to changing business conditions, optimize labor, improve data accuracy, and simplify compliance.

The WorkForce Suite

Intelligence

Experience

Performance

Accelerators

Platform

Optimizing the Performance of Your Global Workforce

An integrated solution for easy, anywhere, and always-on management and optimization of your workforce including forecasting labor requirements, scheduling, time, attendance, absence, leave, and accommodations. Powerful together, or available stand-alone to meet each of your workforce needs.

Time & Attendance Labor Forecasting Scheduling Absence & Leave

The Benefits of Employee Performance

By 2025, **80%** of large enterprises with hourly workers will have invested in WFM to support the employee experience and/or digital workplace initiatives.

— Gartner® 2023 Market Guide for Workforce Management Applications

“WorkForce Software provided us with the agility to respond to changing policies as it relates to the pandemic, allowing us to quickly implement new codes and policies.”

— Chris Reynolds, Manager, Global Payroll Services, Phillips 66



Ensure Your Workforce Has the Tools to Succeed

The Right People for the Right Work

- Accurately forecast labor demand based on historical data, emerging trends, and business KPIs to ensure optimal labor coverage.
- Automatically optimize schedules to meet forecasted demand and confirm employee fitness for duty, availability, preferences, and qualifications.
- Identify gaps in coverage and quickly fill empty shifts with the right people through automated shift offers.
- Easily fine-tune schedules in real time to accommodate unexpected peaks and lulls in customer demand.

Control Labor Spend and Simplify Compliance

- Improve data capture accuracy with diverse time capture options, including wall-mounted time clocks, mobile or online clocks, and phone or SMS options.
- Mitigate risks with predictive and proactive alerts to enable a swift response to prevent or correct noncompliance.
- Prove compliance with audit trails that detail what, when, where, and how data was processed.
- Automate all attendance, gross pay, work hour limit, break, and rest period rules—whether driven by regulations, legislation, or unique contractual or internal policies.

Clear Expectations

- Accommodate fluctuating labor demand without added costs by including all roles an employee will perform in a shift and when they will be carried out.
- Track and record leaves and absences automatically through employee self-service to reduce manual administration.
- Provide employees with flexible or hybrid work arrangements that indicate when employees must work and when they have discretion.
- Configure workflows that easily communicate the steps required for each action, request, or approval while automating those that meet organizational standards.

Visit us at workforcesoftware.com to find out how we can help your organization perform at its best.

