Data-Driven Value Assessment

Objective

A Data-Driven Value Assessment is a comprehensive assessment of an organisation's current Kronos Workforce Central® data designed to provide actionable insight to drive efficiency, accountability, and transparency into an organisation's workforce challenges by leveraging features of the Workforce Dimensions™ suite from Kronos.

Designed to support an organisation's business case, the assessment provides high-level and outlier analysis in areas that may include but are not limited to:

- Overtime hours and wages, including outlier locations, departments, and employees to help identify where unused capacity can replace overtime pay

- Absence, both planned and unplanned, to understand where unplanned absence trends can negatively impact an organisation

- Scheduling and an organisation's ability to stick to the plan, leverage capacity, and avoid unnecessary edits

- Turnover and trends with employee hiring and separation by tenure and location

- Compliance, including payroll leakage and avoidance of manager activity that can lead to employee underpayments and litigation

- Automation of routine tasks through implementation of Workforce Dimensions

Key Benefits

» **ENGAGES EXECUTIVE LEADERSHIP** to help initiate change and support

» **BUILDS A BUSINESS CASE** for change management and financial approvals within your organisation

» **DELIVERS ACTIONABLE INSIGHTS** via customised operational dashboards with real data from your organisation

» **INCLUDES A DEDICATED CONSULTANT** with workforce management industry experience preparing the assessment

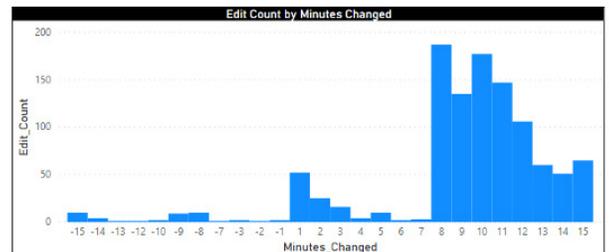» **LEVERAGES KRONOS DATA SCIENTISTS** to extract data from your database

Approach

A Kronos® workforce management consultant with extensive industry and domain expertise partners with Kronos data scientists to collect data from an organisation's Workforce Central database. This data is then manipulated and transformed into operational dashboards that provide unprecedented insights into the organisation's performance in the key business value areas mentioned above. The organisation benefits by receiving both summarised and detailed performance insights that compare the organisation to industry-standard KPIs and help identify areas of opportunity where productivity and compliance can be improved while controlling labour costs.

Operational Dashboard Examples

Compliance dashboards help uncover risky timecard behaviour down to the editor and employee levels and identify where high-risk rule interpretation or unnecessary, time-consuming edits are occurring to save cost and avoid potential litigation.

Process Overview

Performing this engagement requires:

- An executive sponsor to ensure the project is supported and that Kronos can secure an in-person executive/C-suite-level presentation once work is complete (one-hour presentation).

- An operational sponsor to ensure Kronos can get answers to operational questions and facilitate access to the data necessary for the analysis. The operational sponsor participates in a data discovery call (30 minutes) and an early finding review (one hour).

  - Data discovery call uncovers focus areas for the organisation as a whole and key decision-making executives

  - The review call enables the sponsor to provide feedback on the presentation prior to talking to the organisation's executive team

- If data is on-premise, the operational sponsor coordinates with a technical subject-matter expert and Kronos to send the data to Kronos.

- A payroll subject-matter expert within the organisation who can answer questions on pay code and labour-level definitions (one hour and dependent on the complexity of pay codes and labour-level structure).

- A signed data waiver form authorising Kronos to access the data.

Deliverables

Deliverables include a comprehensive Data-Driven Value Assessment and evaluation including proposed savings value. Savings values are aligned with industry productivity, compliance, and labour spend improvements realised by a migration to Workforce Dimensions. This assessment is presented by a workforce management consultant to executives and provided afterwards in presentation format to support in the development of a business case.

Operational Dashboard Example
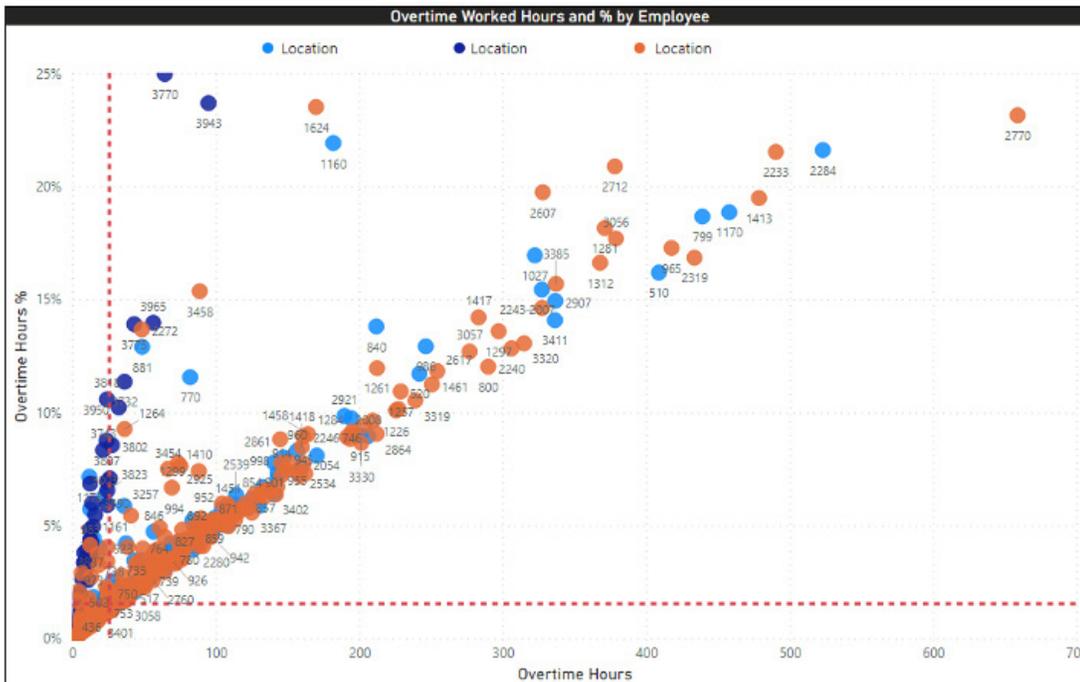
Overtime Worked Hours and % by Employee helps an organisation understand where outlier employees exist, dive deep into the causes of this overtime, and develop preventative measures.

To determine if this engagement is suitable for your organisation, please contact your Kronos account executive.

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