

Comparison of Workforce Central to Schedule Optimizing Software

Workforce Central¹ Kronos

Kronos' Workforce Central (WC) is a suite of software modules that includes payroll, payroll tax filing, time keeping, HRIS, attendance tracking and management and scheduling.

“,, closely integrated system of human resources, payroll, scheduling, and time and labor applications.”

The emphasis is on payroll and time keeping, time cards, time stamps.

Approach

WC uses an employee-centric approach to scheduling. The scheduling interface provides a day-to-day calendar type view for each employee. For a particular employee, WC verifies their availability for the pay period and slots them into positions based on rules. Employee qualifications are used to prevent mis-assignments. This approach is a natural extension of a business focused primarily on payroll and time-&-attendance.

This approach does not address the larger problems associated with scheduling the entire workforce in an optimum manner in order to control labor cost.

Suitability

WC was designed for a model where labor-scheduling rules are not complicated, production remains fairly level and each member of the workforce has a small number of discrete skills.

The Kronos solution is designed to ensure that each employee is paid correctly for the job they perform. Tugboat's solution ensures that each and every employee is assigned to the right job in the first place in order to control labor cost.

Schedule Optimizing Software Tugboat Software

Schedule Optimizing Software (SOS) is a tightly integrated set of tools focused entirely on automating all of the functions associated with workforce scheduling. It is organized around your production demand rather than on how to keep track of individual employees and their time attendance. Given a labor demand from production, a pool of available workers with a mix of skills and the customer's labor scheduling rules, SOS automatically assigns the optimal crewing of workers to satisfy both the production demand and the business requirements for labor cost control. It is not a decision support solution per say but rather a fully automatic schedule solver.

SOS provides a forward view of human capital management rather than the historic view of a payroll system. Once schedules are generated, SOS passes critical data about job assignments back to Payroll systems for their proper accounting.

Approach

Tugboat Software approaches workforce scheduling from the production and labor cost requirements of the operation as a whole. SOS automates the complex tasks associated with creating and managing the workforce schedule down to the specific job level that best serves both production and labor cost requirements. Within the bounds and constraints of complex scheduling rules, what is the optimal way to fill labor demand for a certain time period? SOS satisfies this requirement down to the 'last man'- not just 90%. It makes the best match possible of skilled employees to jobs while also minimizing any overmanning and eliminating unnecessary overtime.

Suitability

When having to work with:

- Complex scheduling rules
- Complex crew rotations
- Production demand that varies in the short term
- A broad range of employee skills that are distributed throughout a workforce
- Employee's job & shift preferences that impact job assignments.

SOS was developed explicitly for these scheduling challenges.

¹ All information regarding Kronos products contained herein is derived from information available in the public domain as of Sept. 01 '06, predominantly from the Kronos web site, www.kronos.com.

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SOS Combines the key features of the following WC modules into a single integrated application;

- Workforce Scheduler
- Workforce Attendance
- Workforce Leave
- Workforce Connect

Certain features of the following WC modules are also include in SOS:

- Workforce Employee (Kiosk) - "Time off requests"
- Workforce Manager - "Create, manage, and edit employee schedules in real time via the web"

Features Unique to SOS Compared to Kronos

OPTIMIZATION

Only available in Kronos' Workforce Scheduler which is "designed for retailers and other service-oriented businesses".

ABSENTEE SCHEDULING

SOS not only tracks absences, but also fills resultant job openings.

TRAINING SCHEDULING & TRACKING

Tightly integrated with scheduling

RECOVERY

Manages last-minute schedule changes and emergencies while consistently applying all rules & policies. Enables rescheduling a subset of a schedule such as by shift, line, department, or mix of jobs, etc.

PORTAL

Captures and automatically grants requests and reports for Time Off, OT, Vacation, Training and more.

JOB BIDDING AND AWARDS

Automates posting and awarding open jobs and is integrated with Training Scheduling

ROTATING SHIFTS

Automates complex multi-week rotation of shifts with days on and days off.

VACATION SCHEDULING

Fully automates the complex and time-consuming function of awarding, scheduling and tracking employee vacations. Relies on a system of entitlements, balance, credits and complex quotas.

Not included

SOS Does not include:

- Workforce Acquisition
- Workforce HR - applicant management
- Workforce Payroll

Return to www.tugboatsoftware.com

