

Solve Your Scheduling Challenges with Kronos iSeries Scheduler

Regardless of the industry, meeting demand with appropriate staffing is a significant challenge for any business. Insufficient staffing leads to inadequate patient care in healthcare, lost productivity and revenue in manufacturing, and poor customer service and lost sales in retail. At the same time, absenteeism and unexpected changes in demand can cost these and other organizations millions in overtime and nonproductive hours.

As a result, managers in every kind of organization struggle to plan adequate staff coverage, a task that is further complicated by inefficient paper-based systems for scheduling and a lack of insight into the strengths and weaknesses of their respective workforce. Without the right tools in place, managers spend a great deal of time making sure there is proper staffing — time that would be better spent on more critical, revenue-driven responsibilities.

Kronos iSeries Scheduler is an all-in-one solution to your organization's scheduling challenges. Specifically engineered to leverage the capabilities of the IBM iSeries server, Kronos iSeries Scheduler provides the visibility and tools your managers need to plan staff coverage — by shift, by employee, or by job description — and react with speed and efficiency when unforeseen circumstances put productivity at risk. It even allows you to configure scheduling rules that enforce critical staffing policies and monitor compliance with federal regulations and union rules. With it, your managers spend less time on administrative tasks and more time improving employee performance and customer satisfaction.

An all-in-one scheduling solution

Kronos iSeries Scheduler offers your managers a centralized tool that allows a full range of views into your organization's scheduling information, as well as the ability to act on that information in real time. You can track the details of each job, including who, what, when, and where, and enable your team to view, access, and manage staff coverage from a job perspective. What's more, the rich, web-based user interface puts all this dynamic, easy-to-use functionality at your fingertips.

With our intelligent scheduling tools, you can analyze job coverage for the entire organization and uncover open shifts. You can also find available employees who match an open shift's

Key benefits

- Control access and manage attendance based on real-time schedules, and manage the accuracy of schedules against pay rules for more precise payroll processing and policy enforcement.
- Better ensure that only employees with the necessary skills, certifications, and experience are recommended for open shifts.
- Cater schedules to individual employee preferences and seniority whenever possible.
- Maintain schedule and timecard information simultaneously, saving time while maximizing consistency.
- Post updated schedules for employees to access with Kronos' robust self-service capabilities.

requirements. Kronos iSeries Scheduler provides functionality that streamlines the scheduling process, and offers the resources you need to make better staffing decisions right now in order to meet unexpected changes in employee availability or productivity demands.

Because Kronos iSeries Scheduler is a component of the Kronos iSeries Central suite, your organization benefits from having a robust scheduling tool — designed with IBM iSeries users in mind — integrated with a comprehensive workforce management solution that offers everything you need to optimize your workforce's productivity.

In fact, one of Kronos iSeries Scheduler's unique and most powerful benefits is its integration with Kronos' time and labor applications, as well as your existing HR system. The combination means that all employee-related information — skills, certifications, attendance, leave balances, and more — is consistent in one centralized database.

The value of effective schedule planning

Although Kronos iSeries Scheduler is designed to address a broad range of schedule planning needs, it has also been tailored to address specific scheduling challenges in key markets; that is, markets where the effectiveness of schedule planning can have a significant business impact.

For example, in a healthcare environment, effective schedule planning is critical to combating increased labor costs. Kronos iSeries Scheduler helps you control those costs by optimizing the use of your in-house nursing staff and minimizing your reliance on expensive agency services. It lets you monitor and control overtime and paid time off balances, and helps you maintain compliance with strict Joint Commission regulations. And because Kronos iSeries Scheduler can accommodate employee preferences, you can leverage that information to improve employee retention — a critical success factor for healthcare providers faced with an industrywide nursing shortage.

In manufacturing environments, variable loads on production lines require managers to intelligently distribute their workers in order to meet expectations in productivity. Kronos iSeries Scheduler provides the insight into skills and availability to support these efforts without incurring unnecessary overtime or shift differentials. It provides your managers with valuable guidance on your environment's union rules, helping them foster employee satisfaction and avoid costly grievances.

For retail organizations, reducing labor costs and matching staffing to changing levels of demand are critical requirements. Kronos iSeries Scheduler makes it easy for managers to create cost-effective schedules that have the right mix of staff availability and skills to enhance the customer experience and keep employees satisfied. An integrated forecast planning tool enables managers to create accurate business forecasts based on a wide range of definable metrics, including sales, transactions, customers served, and units sold.

Empower managers with comprehensive scheduling

Kronos iSeries Scheduler provides managers with a comprehensive scheduling solution in any industry, one designed to ease their administrative burden and enable them to make proactive scheduling decisions.

Kronos recognizes the importance of the relationship between your managers and your workforce. That is why Kronos iSeries Scheduler is designed to leverage, rather than eliminate, the human interaction that needs to take place between managers and staff. In fact, because it streamlines chronic scheduling processes, Kronos iSeries Scheduler enables managers to spend

Key functionality

- **Schedule assistant** — automates many time-consuming administrative tasks in schedule planning, providing managers with an interactive list of employees who can fill a shift based on different attributes, and applying policies and guidelines for creating a fair and equitable schedule.
- **Work rules availability** — a rules engine that allows users to assign scheduling parameters and check those parameters against availability, federal mandates, and preferences, and warn managers when these rules have been breached.
- **Resource borrowing** — ability to see and schedule resources outside a department to help ensure that a position is filled by the right person, at the right time, with the right level of expertise.
- **Skills and certification tracking** — track skills and certifications, and warn employees of lapses, to ensure the proper skill set is applied to a job level.

more time with employees and to focus on improving morale, workforce performance, and customer satisfaction — all of which are critical success factors in any business.

The Kronos iSeries Central suite

Kronos iSeries Scheduler is an integral component of the Kronos iSeries Central suite, a comprehensive workforce management solution specifically designed for the IBM iSeries server.

Our leading technology scales to the largest organizations and provides the flexibility to meet your exact needs. And our integrated suite of products — including those for time and labor, absence management, and scheduling — is both easy to use and easy to own.

Kronos technology is complemented by an expert services team, whose deep knowledge of Kronos solutions and broad experiences gained from many successful enterprise implementations can help you achieve a rapid deployment that provides fast time to value.

For more information about Kronos iSeries Scheduler or our comprehensive Kronos iSeries Central suite, please contact your local sales representative or visit www.kronos.com.



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of People and Business™