

A dark blue background with a subtle, repeating pattern of a stylized human figure. In the upper right, a fountain pen nib is positioned as if about to write on a red bust of a man's head. In the lower right, a pair of glasses rests on an open notebook. The overall composition suggests a theme of precision, craftsmanship, and human-centric design.

How Enterprises Can Turn Regulatory Compliance to Competitive Advantage

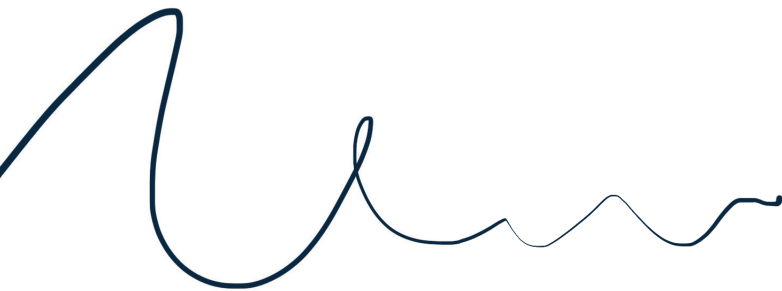
Building a compliance culture in a changing legal landscape

Staying on top of labor reform is more challenging than ever. With state and local authorities interpreting and adding more layers to federal laws, **companies are often faced with contradictory standards and requirements.** And for global businesses, compliance holds a completely different set of issues, as they are often required to navigate regulatory environments in starkly diverse markets.

Poor adherence to compliance leaves organizations exposed to legal issues, which can lead to severe repercussions legally, as well as negative blows to their brand and reputation. Labor makes up a hefty part of operative costs, and financial penalties can drive those expenses dramatically higher. And as with any business, the negative reputation hits created by poor compliance practices can create an **environment where it's hard to source and retain top talent.**

Scrambling to keep pace with the latest changes in law won't protect an organization effectively. Companies looking to stay successful in today's environment of evolving laws and regulations should **strive to manage legal governance strategically** and seize it as an opportunity to lead in their respective markets.

With powerful technology and well-defined processes in place, businesses can identify and patch gaps in their policies. They can also build a strong compliance culture across the organization and **anticipate regulatory trends**—virtually eliminating legal exposure.





It is not surprising that executives opt for a reactive approach towards compliance—although that is the riskiest tactic.

Staff scheduling as a competitive advantage

State and local authorities are turning to predictive scheduling as the new standard for regulating working hours, shifts, and breaks. Their aim is to **protect hourly workers in critical industries**—such as services, food, retail, and healthcare—where last-minute changes and on-call scheduling are more of an exception than the rule.

The benefits of predictive scheduling span from **decreased absenteeism and improved employee retention to optimized salary** budgeting and a tighter grasp on labor needs.

Applying this standard comes at a price, as many organizations find they need to rebuild their scheduling processes from the ground up. For enterprises still relying on outdated, manual tools, it can be particularly **challenging to reinvent long-existing practices**. However, the benefits outweigh any perceived challenges.

Static tools like spreadsheets are readily available and easy to use, but are **prone to errors and too antiquated to power a dynamic scheduling process** in today's real-time world. Moreover, old manual scheduling processes force managers to invest significant time generating accurate schedules that accommodate each employee's availability—including requested leave and sick-time.

These already burdened managers **must also ensure there are no scheduling conflicts on an ongoing basis** while simultaneously ensuring last-minute changes are incorporated in a timely manner—with appropriate staff notified of any and all updates. And if employees need to swap shifts, managers have to **intervene and track down an adequate replacement** so the business doesn't suffer.



Overcoming deadlock with cloud-based scheduling

Humanity rises above the shortcomings of static scheduling tools and **makes scheduling seamless and straightforward** for the entire team.

- ◆ Managers and scheduling administrators can **generate schedules faster and with incredible accuracy**, as all relevant data, such as employees' working hours, and vacations, are automatically accounted for. Managers can also set up **custom scheduling rules**, including maximum working hours and obligatory breaks, so schedules are automatically in line with the latest laws and regulations. If conflicts arise—be it over time, overlapping shifts, or any other clash—scheduling administrators are **warned and prompted to make changes** prior to schedule publication.
- ◆ Employees can **access and manage their schedules remotely**, set their availability, and even submit shift change and leave requests right from their mobile device. In case of schedule changes, they are instantly **notified via SMS, mobile app, and e-mail**. Humanity also **enhances collaboration between peers**, as they can arrange shift trades independently, without supervisors mediating or tracking staff members down in the nick of time.



Most importantly, employees
are ensured they will be
granted breaks and hourly
limits as guaranteed by local,
state, and federal laws.

- ◆ For executives, a key benefit for investing in Humanity's cloud-based scheduling—aside from labor management, labor forecasting, and overtime prevention—is built-in compliance that **auto-updates as laws change year over year**. That helps automatize critical everyday operations **without taking unnecessary legal risks**. Record keeping also gets easier, as comprehensive reports for legal and internal purposes can be **exported in a few clicks**. And the core of the business—the employees working directly with customers and clients—get to take better control of their time and budget, **resulting in higher job satisfaction and retention**.

Sounds too good to be true?

Visit humanity.com and discover how leading enterprises have upgraded their scheduling with our powerful platform.

