

 Humanity

**How Ineffective  
Employee Shift  
Scheduling Hurts Talent  
Retention Efforts**

# The hidden costs of inconsistent employee scheduling

The scheduling process as we know it is broken. Shift-based workers in a myriad of industries have grown dissatisfied with the lack of flexibility, consideration, and transparency regarding the way their work schedules are planned and managed. When preparing schedules, **supervisors usually don't have access to all necessary information**—such as shipping and delivery delays—and are often forced to schedule staff on the fly and without strategic thinking.

As a result, staff members cannot plan their work and personal responsibilities, which leads to **stress, absenteeism, and ultimately increased turnover**. And for every job that stays vacant for three months or longer, **a company loses more than \$14,0001**.

<sup>1</sup>Source: [CareerBuilder study on the effects of the skills gap on the U.S. labor market, 2013](#)

Unstable schedules have become one of the top concerns of the modern workplace, so much so that an increasing number of states have **adopted laws enforcing predictive scheduling**. Despite the fast-paced environment and fluctuating customer demand, **managers will be required to post schedules in advance** and pay penalty charges for any subsequent changes. Therefore, robust scheduling solutions that provide both the flexibility and customization are becoming a must-have in the enterprise compliance strategy.

Manual scheduling tools can make labor law compliance messy and ineffective. These antiquated tools might seem user-friendly, but they were **not designed to accommodate the dynamics of the scheduling process** nor the real-time needs of today's fast-paced workplaces. Example: an initial shift assignment can be done fairly easily, but making edits, monitoring conflicts, and updating the staff is not built into the system. Moreover, **employees rarely have an active role in schedule planning** and creation, so their needs are often neglected. For employee shift scheduling to address the needs of business, organizations have to embrace more powerful, innovative technologies.

## Moving away from outdated scheduling systems

With scheduling evolving into a critical process—concerning not only operations but also employee satisfaction and labor law compliance—**organizations must make concerted effort to upgrade how schedules are planned, created, distributed, and managed.** This dramatic shift might be perceived as challenging. But with the right tools in place, productivity and organization not only improve, real-time control of labor costs, overtime, and compliance accuracy become a reality.

Such is the case with cloud-based scheduling systems like Humanity. As the industry's leading mobile-first employee shift scheduling platform for the enterprise, workers and managers across the entire organization have all information they need right at their fingertips. **Staff members can set their availability, apply for open slots, and even swap shifts with their colleagues without supervisor intervention.** This adds much-needed flexibility for employees covering multiple roles and part-time engagements.

Humanity's shift templates and automatic shift schedule engine **free up time for managers**, who no longer need to waste resources on cross-referencing data between multiple spreadsheets to discern conflicts and leave requests. Custom scheduling rules **ensure compliance with federal, state, and local laws**, double-data entry errors are eliminated, and employees' skills and availability are accounted for by default.

Streamlined cloud-based scheduling has a direct positive impact on an organization's bottom line. Using a powerful scheduling platform provides a **clear overview of time and attendance**, empowering managers with an actionable view of labor and overtime costs, and the ability to prevent over- and understaffing in real-time. This, in turn, **contributes to employees feeling their time is being valued**, which can improve the level of customer service and reduce turnover in the long-term.

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**Invest in your company's most valuable asset—your employees.**

Visit [humanity.com](https://humanity.com) to see how leading organizations in healthcare, education, retail, and others have leveraged cloud-based scheduling to keep top talents.

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