



Reducing Overtime Through Smart Employee Scheduling

Overtime costs companies millions

The issue of overtime work is among more serious challenges enterprises across industries encounter. Without full compliance with the labor law, **enterprises often face serious legal consequences**, which are not only measured in millions of dollars worth of fines but are also detrimental to the company reputation, both as a business partner and employer.

Many companies have faced **investigation for failing to compensate their staff properly**, having allegedly cut employee hours to avoid paying overtime, ignored off-the-clock work, allowed unpaid internships, or misclassified employees to avoid compensating for extra hours.

But the question of overtime work is deeper still—it is not only costly, but can give **rise to a toxic workplace**, one where managers try to shave off employee paychecks and skirt labor law, and where **employees resort to buddy clocking** and clock rounding as a response.

Enterprises often rely on finding a panacea for the issue only after the **effects of overtime hours have taken a toll** on employees and the company budget, which is often **too late and ineffective**.



Overtime hours can only be preempted, not remedied

The issue of overtime is two-fold—it puts a strain on the company budget but also **leads to workplace fatigue and eventually to employee disengagement**. To manage the issue of overtime hours effectively enterprises need to take action early on—before the problem arises.

Overtime work is a direct consequence of poor workload management, which itself is a result of decision-making based on poor quality data and a lack of real-time insights into business demands and employee availability.

In today's business environment, **enterprises are not able to work efficiently without sound, data-driven management practices**. The only path to efficient reduction of overtime is through a data-based approach that **provides a clear overview of all business dependencies** and how they tie together.

Companies cannot afford to rely on antiquated, manual human capital management process, but rather need to upgrade to an **automated solution that can fully support the specificities of the company's business needs**.



Smart scheduling removes the
need for overtime work.

**Is your workforce management
software smart enough?**

Start at the beginning: optimize talent utilization

Enterprises cannot allow being in the dark about upcoming staffing needs. They need to find a **solution that provides real-time insights into the team's bandwidth**, forthcoming business demands, and pending time off requests.

This would provide managers and scheduling professionals with enough time to create schedules around business needs and employee availability, and in turn, **eliminate the need for overtime hours, while staying compliant with labor law.**

While a proactive approach can help remove the need for overtime hours, sometimes companies simply need to put in the extra effort to meet customer demands. To manage this issue efficiently, **enterprises need to ensure a solution that facilitates real-time communication** and accurate time and attendance tracking.



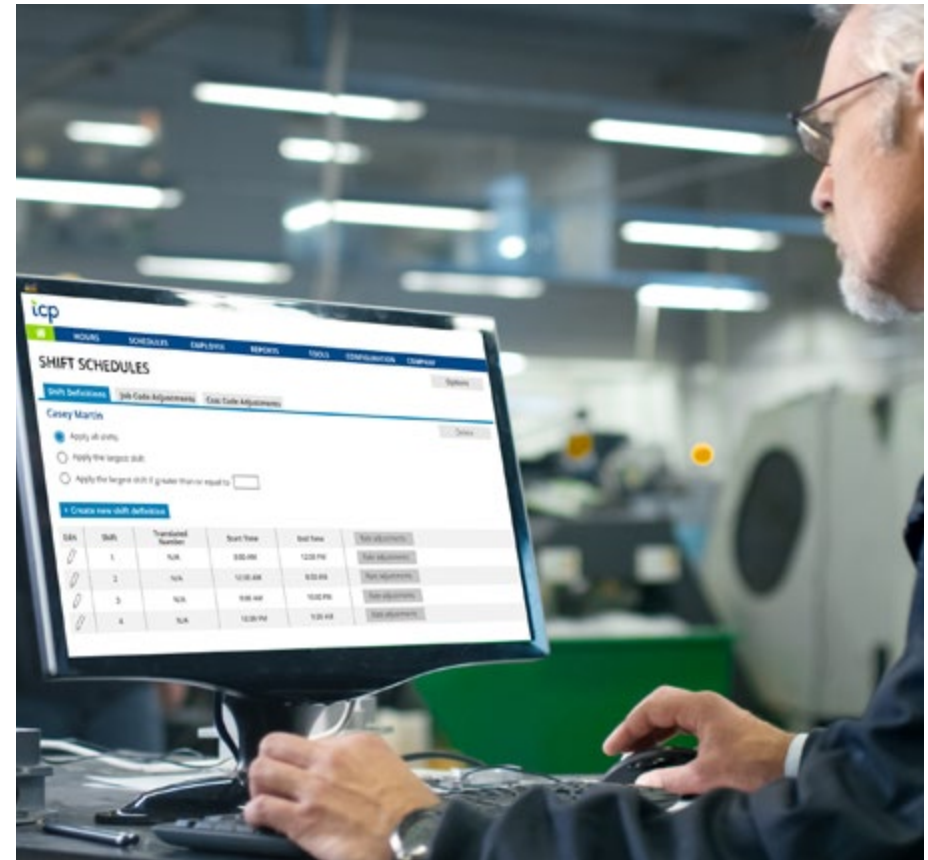
Real-time communication would help teams navigate around last-minute schedule updates, while error-free time and attendance data would **secure fairness for all, and allow companies to automatically extract payroll ready timesheets.**

How shift scheduling platforms help reduce overtime

A cloud-based, data-driven scheduling platform gives the enterprise crucial information to make a timely call on upcoming workforce utilization.

It provides easy access to vital information in real-time, including:

- Real-time access to employee availability and staffing needs
- Accurate, time and attendance data ready for payroll
- A single source of truth for all schedules across locations
- Real-time communication between all team members
- Compatibility with leading HCM software solutions
- Data on upcoming shifts accessible on-the-fly, via any device
- Optimized workforce utilization in line with skills and demand





Ready to eliminate overtime work at the source?

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