

# Global Manufacturer Invests in Analytics to Drive Labor Optimization

## CLIENT PROFILE

Large Global  
Manufacturer

### CHALLENGE

This global enterprise sought to provide more valuable and actionable insight from time and attendance data at the plant level to drive labor optimization and performance improvement. The goal was to provide a dashboard that embedded the customer's perspective – plant leadership's view - making it easy to identify trends and gaps to impact change at their location.

### SOLUTION

#### Analytics Consulting & Implementation

Workforce Insight was engaged as a trusted analytics partner to conduct a knowledge transfer and best practices design workshop aimed at determining the highest priority metrics, reporting and data requirements, and primary use cases. The workshop revealed several key business needs:

- Dashboards to help enable impactful decision making between leadership and employees
- Overtime Analytics
- Detailed Attendance Reporting and Trending
- FMLA Tracking
- Highly Visual Reports
- Quick, Intuitive Access to Critical Business Information

Workforce Insight was then engaged to develop Workforce Analytics dashboards to provide visibility to key business needs at the plant level to achieve:

- Long term trends in workforce performance and cost
- Administrative excellence
- Visibility to payroll leakage
- Visibility into inefficiencies, outliers, unnecessary or redundant processes, and non-compliance at the plant level

### RESULT

With every dollar saved as a result of heightened visibility through Labor Analytics, the client has committed to reinvesting savings at the plant to drive overall plant operation improvements and increase employee satisfaction levels.

**Reinvesting Savings  
at Plant Level**

 Employees: 15,000

 Sites: 50+

Selected Business Units | As of 10/31/2016 | Currency = US\$

KEY METRICS BY CATEGORY		KEY PERFORMANCE INDICATORS				
KPI	TREND	PPTD	PPP	MTD	YTD	
TOTAL LABOR		\$ 13,290	\$ 16,264	\$ 66,402	\$ 730,044	
OVERTIME		\$ 4,210	\$ 7,289	\$ 28,939	\$ 315,912	
ABSENTEEISM		\$ 1,967	\$ 1,587	\$ 7,492	\$ 105,292	
ADMINISTRATIVE EXCELLENCE		\$ 82	\$ 112	\$ 362	\$ 2,625	

