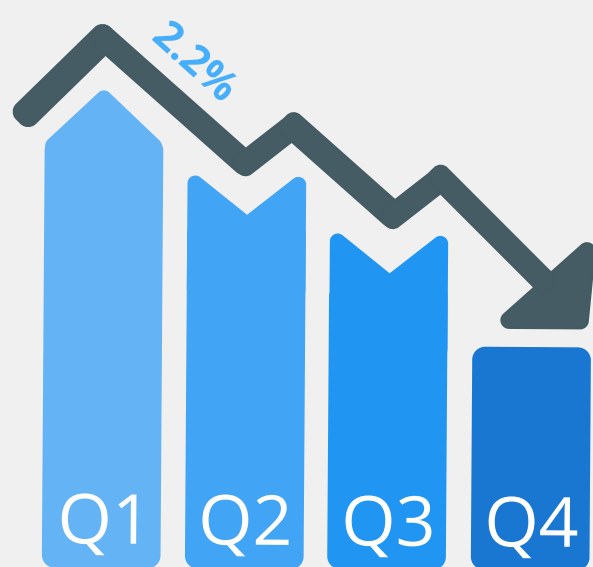


# OVERCOME LABOR MANAGEMENT CHALLENGES WITH PROTRACK LABOR MANGEMENT SOFTWARE

TZA's ProTrack Labor Management Software provides visual data tools that management can leverage to engage with employees, boost productivity, increase retention, and reduce labor costs in their organization.

## PRODUCTIVITY

Low productivity is a daily battle for most distributors and manufacturers. Customer demands are forcing operations to be extremely nimble and complex. This increasing complexity often results in the need for higher productivity and throughput in order to break-even in the cost per unit war.



Productivity in the manufacturing and warehousing sectors has been in decline for the last year, with the first two quarters of 2019 revealing a 2.2% decrease according to the U.S. Department of Labor.

### How to solve low productivity

- › Labor planning and forecasting
- › Real-time performance visibility
- › Incentive programs
- › Formal coaching/engagement process
- › BI Analytics to make informed decisions

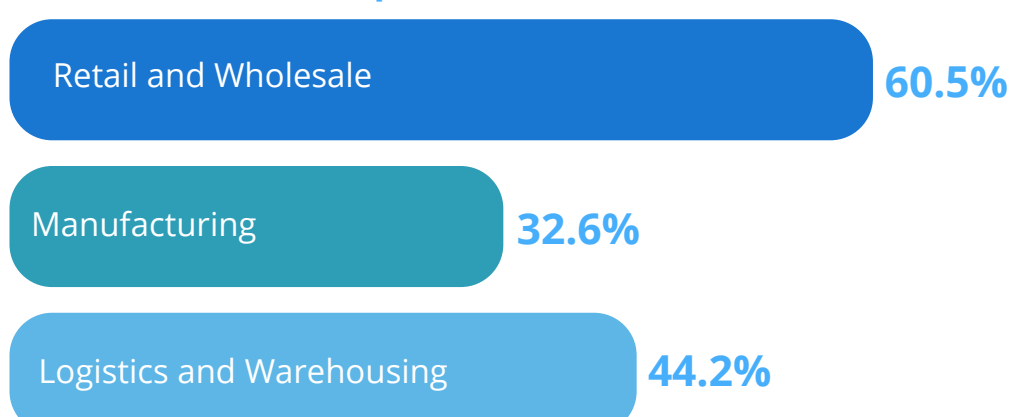
## TURNOVER

With today's competitive labor market, employee turnover has risen considerably over the last five years. This is forcing organizations to choose between raising base pay rates or continuing to play the turnover and recruitment game.

### Impacts of high turnover

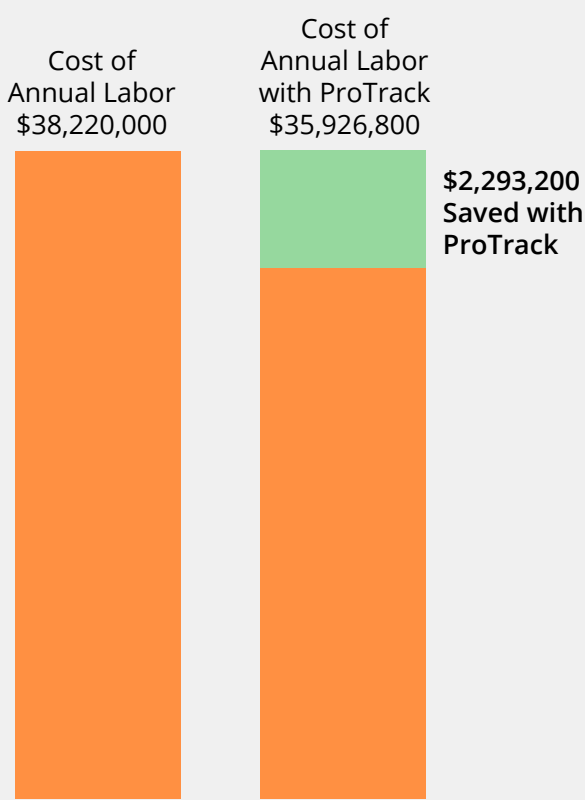
- › Direct costs to replace employees can reach as high as 60% of their annual salary
- › Low productivity and service levels
- › Unplanned overtime
- › Loss of operational knowledge

### Average Turnover Rates by Industry (US Dept Labor, 2019)



## OVERTIME

As a result of poor labor management tools, organizations may experience exceptionally high overtime. Strategic overtime can be smart, however, it can lead to fatigue in workers when overused.



With 1,000 employees being paid \$15 per hour with 15% overtime. Totals subject to change based on inputted numbers.

### What issues arise from high levels of overtime?

- › A fatigued team is prone to quality errors and safety issues
- › High levels of turnover
- › Low productivity

### How to solve high overtime

- › Better labor planning
- › Real-time visibility of work completed
- › Increase in productivity
- › Maintain a reliable full-time staff and using Temporary employees appropriately

## HIGH LABOR COSTS

Low productivity, high turnover, and high overtime result in high labor costs per unit.

### Contributing factors to high labor cost

- › Increased wage and benefit costs to stay competitive in attracting employees
- › Overtime hours
- › Increased recruiting activities and training due to high turnover
- › Low productivity levels

### How to reduce high labor costs

- › Competitive wages
- › Tools to help manages coach, engage, and retain employees
- › Labor planning to reduce overtime
- › Incentive Programs



## PROTRACK LABOR MANAGEMENT SYSTEM PROVIDES TOOLS FOR MANAGERS TO USE



- › Labor planning and forecasting
- › Real-time performance visibility
- › Coaching module
- › Learning curves for onboarding and training
- › Incentive program design
- › Business intelligence analytics
- › Engineered labor standards



Want to see how much your business can save? Check out our [cost savings calculator](#) on our website. Contact TZA today to see how ProTrack can help your organization. Email [info@tza.com](mailto:info@tza.com) or call **(800) 229-3450** for more details.