



Labor Module

One of the most expensive costs in retail and restaurants is labor. Retailers and restaurants rely on people to keep the business running smoothly. But, lack of controls can lead to many operational issues including:

- Overscheduling (too many people working)
- Underscheduling (not enough people working)
- Compliance
 - Are employees following company policy on clock-in/out times?
 - Are managers ensuring they are adhering to state labor laws for required breaks, age restrictions, and overtime?

Key Benefits

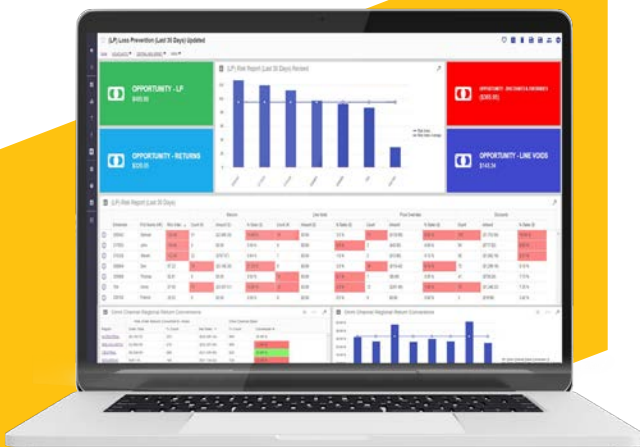
By incorporating labor schedules and actual hours into the Agilence Analytics platform, retailers can ensure that their labor costs are under control and identify opportunities to increase sales, reduce costs and ensure compliance with state and federal laws as well as internal company policies. Some examples include:

Sales per Labor Hour

Analyze Sales per labor hour to maximize throughput with the least amount of labor. This is especially critical during high traffic times such as morning, lunch time and evening rush, as well as slow periods such as midafternoon and end of evening prior to closing.

Comparing Actual Labor Hours to Schedule

The ability to match the schedule to actual hours is key for identifying potential shortfalls in the schedule as well as analyzing whether the schedules are appropriate for the traffic in the store. In addition, this report can help identify employees who are not adhering to their schedule.





Requirements

The Labor Module requires POS data (TLOG), Item Master, and Store Master as prerequisites.

The Labor module will also require the employee schedule by employee as well as the actual hours worked by employee with clock-in and clock-out times.

Overtime Staffing Analysis

Are you constantly paying overtime? This is a problem for some retailers and restaurants as the flow of traffic is dynamic and ever changing, especially during the pandemic. While overtime is sometimes unavoidable, it is a costly expense that should be minimized.

Compliance Reporting

Labor laws vary from state to state with Colorado and California having the most restrictive regulations. Many companies manage labor corporate-wide based on those restrictions, regardless of state, while others look at each state individually. The ability to ensure proper breaks are taken and young workers are only working the approved hours (especially during the school year) can help retailers and restaurants avoid costly fines and bad press.

Labor to Plan

When combined with the Financial Module, Agilence Data Analytics also compares the actual labor to the financial plan for each store. The ability to compare both labor and sales to plan can help a store measure its effectiveness and either increase or reduce labor to remain within the financial plan's variances. If sales are down, labor should be adjusted accordingly, but if sales are exceeding plan, it may be an opportunity to increase labor and grow the location even further.

