



# How Our Mobile Solutions Solve Your Key Business Challenges

Presently, 64 percent of American adults own a smartphone, up from 35 percent in 2011.<sup>1</sup> Considering the many ways people use their cell phone for everyday interactions and transactions, it's vital that business applications move to mobile technology.

The question is: Are you leveraging the advantages of mobile technology to manage your workforce, gain and maintain a competitive advantage, and realize your business goals? Discover how our mobile human capital management (HCM) solutions can quickly solve your key business issues — as well as issues you didn't even know you had. Choose your key workforce management challenge to access the solution.

# Employee Engagement

Employees are your organization's most vital (and typically most expensive) asset, and when they're disengaged and/or disenfranchised, the ripple effects across the business can impact your profitability and branding. Yet according to the January 2015 Gallup Daily tracking survey on employee engagement, less than one-third (31.5 percent) of U.S. workers were engaged in their jobs in 2014, and that percentage was even lower for millennials (28.9 percent)<sup>2</sup> — an alarming statistic given the importance of your workforce in fueling growth and meeting other key business goals.

## How Our Mobile HCM Solutions Help Solve This Key Business Challenge

Combine the power of our workforce management solution with mobile device technology, providing workers with alternative ways to access their work-related information on the devices they carry with them every moment of their day. When employees have the ability to access the information they want at the time and place of their choosing, they tend to feel valued and treated fairly — and are more likely to give extra discretionary efforts to your organization. Essentially, by giving your employees more freedom, you gain more control.

With our mobile HCM solutions employees can exercise a wide range of self-service options, all safely within the boundaries of your organization's policies and procedures:

- Clock in and out
- Communicate preferred shifts and availability
- Check schedules
- Adjust availability and preferences
- Swap shifts
- Communicate with peers and managers
- Track tasks
- Submit and approve time-off requests

# Managing Off-Site and Field Employees

According to a 2013 study, the average user checks their phone about 150 times a day.<sup>3</sup> At this number, it's no wonder 73 percent of people feel panicked when they misplace their phone.<sup>4</sup> Users today rarely leave home without their mobile device, and for users who work in the field, having their smartphone with them has become even more important — especially when access to a computer is limited or nonexistent.

## How Our Mobile HCM Solutions Help Solve This Key Business Challenge

Why make your employees go into the office if they don't need to? With our mobile HCM solutions, field and off-site employees can access the same deep functionality available on their desktop or laptop computer. With this mobility and freedom, employees are prepared to address quick and easy tasks wherever they are, whenever they need. In turn, this leads to increased productivity and greater visibility into the mobile workforce while eliminating the time and expense of manually inputting hours for field and off-site employees. It also gives you and your managers the ability to get the right person to the right place at the right time — creating countless opportunities to increase your competitive advantage.

Our mobile HCM solutions provide all the functionality listed below and so much more:

- Clock in and out
- Submit and approve time-off requests
- Edit and approve timecards
- Check schedules
- View accruals
- Track time to various jobs/activities
- Communicate with peers and managers
- View pay and benefits information

# Visibility and Cost Savings

For many organizations, labor represents a large portion of operating expense. In manual or semi-automated workforce management environments, labor could account for an even larger percent of operating expense simply due to the added time and resources needed to accomplish manual tasks. Even more critical, supervisors and managers are flying blind — as they lack the visibility and high-quality information provided by a fully automated workforce management system. And you can't control what you can't see.

## Our Mobile HCM Solutions Help Solve This Key Business Challenge

Our mobile HCM solutions enable you to easily see and rapidly respond to workforce management issues in real time, especially when your workforce is on the go. By leveraging our mobile workforce solutions, managers and employees don't have to wait to use a PC or run to a back office to correct an issue; they have the power to get the answers they need right away, which means less time looking for answers and more time focusing on tasks that are critical to your organization's success.

With our mobile HCM solutions, you and your employees are able to:

- Resolve exceptions instantly
- Approve timecards on the go
- Receive alerts when a problem arises
- Submit and approve time-off requests
- Swap a shift with a coworker
- Request an open shift or request someone to take a shift
- Change availability

# Innovative Solutions

According to Gartner, more than 70 percent of mobile professionals will conduct their work on personal smart devices by 2018,<sup>5</sup> and by 2020, 85 percent of organizations will adopt “bring your own device” (BYOD) in some form.<sup>6</sup> As employees increasingly rely on their mobile devices for business applications and work-related tasks, harnessing these mobile technologies to better manage your workforce will become increasingly important.

## How Our Mobile HCM Solutions Help Solve This Key Business Challenge

Our mobile solutions are at the forefront of innovation. New technologies are built and leveraged and integrated into our mobile solution. For example, biometric verification in the Kronos InTouch time device was integrated for increased payroll accuracy. And location detection capabilities were integrated to help track off-site and field employees. As changes occur in the workforce environment, you can count on our mobile HCM solutions to adjust and change with them — so your workforce management is not only easier and more efficient, it’s a catalyst for increased productivity and growth.

With our mobile HCM solutions, you and your employees are able to:

- Scan a badge or work order
- Receive alerts on a mobile device
- Submit a punch in an offline situation
- View the locations where employees have punched in and out
- Display appropriate data relevant to the current location
- Restrict when and where employees can punch in and out

Our mobile HCM solutions provide all of the functionality listed above and so much more.

# Citations

<sup>1</sup>Aaron Smith, *U.S. Smartphone Use in 2015*, Pew Research Center (April 1, 2015), found at <http://www.pewinternet.org/2015/04/01/us-smartphone-use-in-2015/>.

<sup>2</sup>Amy Adkins, *Majority of U.S. Employees Not Engaged Despite Gains in 2014*, Gallup (January 28, 2015), found at <http://www.gallup.com/poll/181289/majority-employees-not-engaged-despite-gains-2014.aspx>.

<sup>3</sup>Mary Meeker and Liang Wu, *Internet Trends D11 Conference*, Kleiner Perkins Caufield & Byers (May 29, 2013), found at <http://www.kpcb.com/blog/2013-internet-trends>, at 52.

<sup>4</sup>Britney Fitzgerald, *Americans Addicted To Checking Smartphones, Would 'Panic' If They Lost Device (STUDY)*, The Huffington Post (June 21, 2012), found at [http://www.huffingtonpost.com/2012/06/21/americans-are-addicted-to-smartphones\\_n\\_1615293.html](http://www.huffingtonpost.com/2012/06/21/americans-are-addicted-to-smartphones_n_1615293.html).

<sup>5</sup>David A. Willis, *Bring Your Own Device Program Best Practices (BYOD)*, Gartner (December 20, 2012), found at <http://www.gartner.com/technology/topics/>.

<sup>6</sup>DD Mishra and David Edward Ackerman, *Defining BYOD Ownership and Support Expectations in Contracts Ensures Successful Implementation*, Gartner (April 25, 2014), at 2.