

DATASHEET

KEY BENEFITS

- Control labor costs with enterprisewide workforce intelligence
- Improve workforce productivity through enhanced labor cost visibility
- Enhance workload demand-driven decisions
- Align frontline labor management decisions with organizational and financial objectives

Achieve Results through Better Workforce Intelligence

All healthcare providers invest heavily in their workforce to deliver excellent patient care. On a day-to-day basis, it's your workforce that reflects your organization's quality of care and cost-control standards. So monitoring and measuring the effectiveness of your workforce is critical to achieving operational excellence.

However, access to timely, high-quality workforce intelligence can be challenging in an environment where workload constantly fluctuates and you must balance a diverse mix of staff resources. If you're like many healthcare organizations, you are forced to rely on reports that derive information about workforce effectiveness from disparate systems — usually delivered too late for you to take corrective action and impact results.

Workforce Analytics™ for Healthcare, part of the Kronos® for Healthcare workforce management suite, helps you align labor costs with the delivery of quality care. Through cutting-edge technology that leverages a proven labor management methodology, Workforce Analytics for Healthcare helps you achieve optimal workforce utilization. The solution's best-practice analytics platform provides your managers with dashboard-driven views, enabling them to easily identify trends or problems. Perform root-cause analysis. Take corrective action. And drive expected financial results.

Control labor costs and drive financial results

Workforce Analytics for Healthcare transforms transactional workforce data into actionable workforce intelligence. This gives managers the daily visibility needed to control labor costs and help ensure that performance matches expected financial results.

The solution extracts the most relevant workforce data for each user and organizes the information into a summarized view of meaningful labor productivity measurements. These measurements drive Kronos best-practice labor management methodology by establishing the specific key performance indicators (KPIs) needed by each manager to align workforce levels with volume, as well as take action on daily labor performance issues such as missed punches or unscheduled absenteeism. Interactive trend lines and graphs provide intuitive analysis of performance over time, establishing the insight needed for long-term labor management decisions regarding supplemental labor, such as using float-in or agency staff versus hiring FTEs.



Improve workforce productivity

Workforce Analytics for Healthcare leverages Kronos time and attendance, scheduling, workload, budget, and payroll data to help managers optimize staffing — daily and over time — based on workload requirements. Daily productivity reports immediately direct managers to appropriate corrective action within the pay period. And if workload remains elevated over a period of months, Workforce Analytics for Healthcare tracks the trends to reveal patterns, and documents actions to bring costs within expectations. The system establishes the history behind labor usage, enabling an action plan to manage labor cost variances and more accurately develop future labor budgets.

Enhance workload-driven decisions

Speed in decision making is essential in managing a highly dynamic healthcare workforce. Workforce Analytics for Healthcare's dashboard-driven approach empowers managers with the relevant productivity and labor cost information needed for immediate analysis and appropriate action. For example, when predefined departmental KPIs approach or exceed preset thresholds, color-coded alerts quickly highlight problem areas on managers' role-based dashboards. Workforce Analytics for Healthcare's management by exception approach also enables timely resolution of labor performance issues and alignment of workforce levels to patient volume. This means healthcare managers are relieved from many of their administrative workforce tasks. And they can better focus on their mission of delivering quality care.

Achieve results with Kronos expertise

Experience makes all the difference. With deployments at more than 900 hospitals across more than 300 customers, the Workforce Analytics for Healthcare labor management methodology is proven and reliable. The solution's solid technology is complemented by Kronos for Healthcare's workforce management consultants, who have extensive expertise in healthcare labor resource management, clinical operations, change management, operations improvement, and staffing efficiency. Their expertise in labor management best practices helps ensure that your implementation generates results for your organization.

KEY FUNCTIONALITY

- Transform hourly workforce performance into actionable workforce intelligence
- Create single-view, volume-adjusted daily productivity reports
- Monitor performance to labor budgets for workload by hours, skill mix, and costs
- Alert management to performance variances
- Allow on-demand analysis of workforce performance through management dashboard

A total solution: The Kronos for Healthcare suite

Organizations using Kronos for Healthcare to centralize and streamline day-to-day staffing and attendance already own a wealth of timely and accurate workforce information. Workforce Analytics for Healthcare enables an organization to leverage its Kronos for Healthcare investment by transforming data into easily accessible and actionable workforce intelligence.

By enhancing Workforce Scheduler™ and Workforce Timekeeper™ with trending analysis and sophisticated reporting capabilities, Workforce Analytics for Healthcare empowers users to easily identify trends and patterns in labor performance against workload and cost targets. And when healthcare management professionals have the tools they need for advanced trending and analysis — and on-demand access to all workforce-related data — they are fully prepared to help the hospital maximize its overall performance while delivering quality care.



TIME & ATTENDANCE

SCHEDULING

ABSENCE MANAGEMENT

HR & PAYROLL

HIRING

LABOR ANALYTICS

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