

Uncover Trends in Unplanned Employee Absences to Lower Costs and Raise Productivity

Unplanned worker absences and tardiness significantly impact your organization with lost productivity, reduced employee engagement, higher costs, and increased compliance risk. Absent employees and the resulting lost productivity lead to increased operating costs and reduced revenue, which mean less money to reinvest in your business and your workforce. To control the impact of unplanned absenteeism, you need to see what's actually happening in your workforce — from trends and patterns to outliers and lax enforcement.

You must obtain insight into where and when unplanned absences are occurring and get a better understanding of the patterns across your workforce. Determine whether all supervisors are complying with your attendance policies. Easily find out who is enforcing policies — and who isn't. And you need to be able to easily understand the overtime costs associated with absence.

Take absence management from tactical to strategic

The Attendance Insight Dashboard, featured in the Workforce Analytics™ application, can help. Included as part of Workforce Analytics, an application in the Workforce Central® suite, this robust solution visualizes attendance data so you can easily spot outliers, detect trends, and identify which managers are not complying with attendance policies. The dynamic, interactive dashboard combines the power of visualization with the valuable attendance data in the Workforce Absence Manager™ application to deliver a user-friendly tool that provides visibility into attendance issues. Armed with insights into the trends and patterns of employee absence in your organization, you'll better understand how your workforce truly functions — including what you're doing right and what you might need to address — to achieve increased productivity, improved employee engagement, and competitive advantage. The Attendance Insight Dashboard takes detailed absence data, analyzes it, and presents it strategically, empowering employers to make better HR and operational business decisions.

Discover the real-world benefits of Attendance Insight Dashboard

Case Study #1: Identifying a need for improved onboarding and training

A hospitality company HR executive with responsibility for a number of business units, including hotel operations, wanted to see how well the groups were adhering to the company's attendance policies. Using the Attendance Insight Dashboard in Workforce Analytics, he viewed his business units and found that the hotel group had the highest number of unexcused attendance incidents. By looking deeper into the data, he was able to see that room attendants had the highest number of unplanned absences, with a total of 75 incidents over three months. The dashboard further showed that the least-tenured room attendants had the highest rate of unexcused absences. The same pattern was identified across other job roles in the hotel operations group. These insights allowed him to re-evaluate the onboarding process and develop additional training for new hires in his business units, including training for managers on how to effectively integrate new hires into the organization.

Case Study #2: Finding supervisors needing additional support

Noticing how long it was taking supervisors and managers to complete attendance actions, an HR director suspected that certain disciplinary actions weren't being handled correctly. The Attendance Insight Dashboard showed the average number of days an action was open and how many incidents were occurring. It was clear which supervisors were taking the longest to complete their attendance actions, including a few supervisors who were taking a long time to complete the first- and second-occurrence verbal counseling. The HR director met with the supervisors and determined that they required additional training on how to approach the subject of attendance actions with their employees when circumstances had escalated to a verbal warning. With additional support and training, supervisors were given the tools they needed to effectively enforce attendance policies.



Attendance data is available in multiple dimensions so you can choose where to focus.

Quickly determine areas of your organization where attendance affects overtime costs.

View how long it's taking your attendance actions to be completed and which actions are issued most often.



See how various units compare for attendance incidents.

Easily determine how long supervisors are taking to complete various actions.

Take the next step toward better decision making

Learn more about the Attendance Insight Dashboard and how it can help you determine how well your attendance policies are working. Contact your Kronos sales representative or visit www.kronos.com/labor-analysis for more information.

