

# Multinational Manufacturer's Investments in Analytics & Optimization Drive \$5.9M in Labor Cost Savings From Single Business Unit

Dashboards provide clear view to actionable insight across the organization, targeting unscheduled overtime for major result

## CHALLENGE

This global enterprise sought to provide more valuable and actionable insight from time and attendance data at the plant level to drive labor optimization and performance improvement. The goal was to provide a dashboard that embedded the customer's perspective – plant leadership's view - making it easy to identify trends and gaps to impact change by location and across the enterprise.

## SOLUTION

### Analytics Consulting, Implementation & Optimization

Workforce Insight was engaged as a trusted analytics partner to conduct a knowledge transfer and best practices design workshop aimed at determining the highest priority metrics, reporting and data requirements, and primary use cases. The workshop revealed several key business needs:

- Dashboards to help enable impactful decision making between leadership and employees
- Overtime Analytics
- Detailed Attendance Reporting and Trending
- FMLA Tracking
- Highly Visual Reports
- Quick, Intuitive Access to Critical Business Information

Workforce Insight was then engaged to optimize the company's Analytics solution, and create custom dashboards to provide visibility to key business needs at the plant level to achieve:

- Long-term trends in workforce performance and cost
- Administrative excellence
- Visibility to payroll leakage
- Visibility into inefficiencies, outliers, unnecessary or redundant processes, and non-compliance at the plant level

## RESULT

*The company is on track to achieve its \$10M ROI target – identifying \$5.9M within a 6-month timeframe from a single business unit.*

Data from the analytics dashboards created by Workforce Insight revealed that a large number of plants were utilizing extremely high levels of unscheduled overtime, leading to unnecessary labor spend at higher premium rates. This information, along with Workforce Insight's close collaboration with the client to help create a data-driven culture of accountability, supported this company's "Zero Waste" project. This initiative aims to reduce unscheduled overtime to 5% across plant locations, targeting highest-impact opportunities for optimization and resulting cost savings, which are estimated at \$5.9M for one business unit alone.

## CLIENT PROFILE

Large Global  
Manufacturer



Employees: 15,000



Sites: 90+



*"From the beginning, I saw the opportunities available. As I use the system, and teach others...the opportunities are well within our grasp, making us true business partners."*

– HR Generalist



## Significant Impact on Productivity & Bottom Line

*The company's focus on building a data-driven culture, along with Analytics optimization and custom dashboards, continues to yield powerful insight and impact on productivity and the bottom line.*