

Workforce Management

Gain Complete Control Over Global Compliance and Workforce Costs

Replicon Workforce Management enables your organization to deploy and manage a global and dispersed workforce for improved profitability.

“ Replicon’s robust solution helps us to streamline payroll processes and is transforming the way Hyson collects, uses, and reports on time data. The integrity of our transactions has increased greatly, and we can more easily comply with labor laws. ”

**Dwight Warner, Assistant Controller,
Hyson Products**

Workforce management challenges

Global organizations are struggling to keep up with advancements in mobile technology, changes in workforce dynamics, and complicated regulations around labor compliance. Whether tracking employee time and attendance manually or managing schedules in Excel, these antiquated methods are major hindrances to growth. Manual processes are prone to errors, put a huge administrative burden on HR/Payroll teams, and fail to provide visibility into productivity and labor costs.

Businesses need automated solutions that: streamline time and attendance for payroll; reduce processing overhead; provide real-time visibility into the management of mobile and dispersed workforces; and handle global compliance with ease.

Replicon's Workforce Management provides enterprises with this holistic view of multi-location workforces and helps leverage employee time to maximize productivity and profitability while freeing up HR/payroll to focus on more strategic initiatives for the organization.

Gain control of your global workforce

Replicon Workforce Management empowers businesses to take control of their global and mobile workforce. Our built-in compliance module and mobile-first strategy enable organizations to oversee their compliance in-the-now.

Manage your biggest operating expense

Deploy the right number of people to fill your shifts. Time off capabilities provide accurate information about which employees are available, and you can communicate in real-time with your employees about schedules and availability. With management of hourly totals per employee, you optimize scheduling and avoid over- or understaffing.

Optimized complex employee schedules

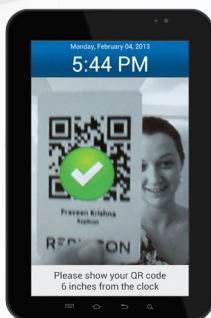
With TimeAttend, you can easily configure business rules to automatically calculate overtime, apply multiple pay rates, and handle rules for meal breaks and other attendance policies to ensure compliance with labor laws and internal policies.

Minimize labor compliance risk

Utilize a global compliance library that can be deployed as-is. With automatic overtime calculations, multiple pay rates, and rules handling for meal breaks and other attendance policies, you ensure compliance with evolving wage and hour laws. Our payrule engine also allows for the creation of custom business rules and policies.

Improve visibility into workforce

Rejoice in complete real-time visibility into your workforce. Organizations can easily create benchmarks for productivity and track their efficiency improvements.



Upgrade time capture with CloudClock

Retire your time clock machine. CloudClock provides a modern solution for time punching. Photos are taken at the clock-in and clock-out moments to deter buddy punching, and managers are provided with a visual log to perform time audits. Employees can also use CloudClock to review their schedule and request time off.

- ▶ Installs in minutes
- ▶ Photo audit trail
- ▶ 24/7/365 monitoring
- ▶ Automatic updates

REPLICON My Replicon Reports

Clock In or Out 59 Timesheet 59 Overdue Time Off 3 Rejected

< May 8, 2016 - May 14, 2016 >

Not Submitted Due on May 14, 2016 See all approvers See all timesheets

4.20 WORK HOURS 0.77 BREAK HOURS

Submit for Approval Book Time Off Overwrite With Clear All

Changes have been saved

Time Punches

Days	Time Punches	Work Hours	Break Hours
Sun May 8, 2016	+ Add Punch	0.00	0.00
Mon May 9, 2016	+ Add Punch	0.00	0.00
Tue May 10, 2016	7:30 am - 11:42 am 11:42 am - 12:28 pm 12:28 pm - Out + Add Punch	4.20	0.77
Wed May 11, 2016	+ Add Punch	0.00	0.00
Thu May 12, 2016	+ Add Punch	0.00	0.00
Fri May 13, 2016	+ Add Punch	0.00	0.00
Sat May 14, 2016	+ Add Punch	0.00	0.00
Totals		4.20	0.77

Time Off In Lieu Of Pay

You can exchange these hours for time off instead of getting paid

Regular Time

Available Hrs	Paid Hrs	Elect Hrs	At Rate	Deposit Hrs	To Account
4.20	= 4.20	+	-		Vacation

Capture time for your diversified workforce on the device of your choice

Empower employees to submit time off requests

Set up validation of time entries and punches using pre-defined or custom rules

Track employee time for specific activities, including breaks

Match your organizational workflow for approvals and monitor overtime and compliance for team members with ease

Built-in Compliance Management

- Choose overtime, meal breaks, rounding rules, and other attendance policies from our built-in compliance library
- Easily adhere to company-specific labor law requirements like union rules
- Automate pay calculations for all employee types
- Run simulations against historical data to see the impact of new pay-rules

Source to Gross Management for Accurate Payroll

- Correct and on-time global timesheets with our scalable solution
- Consistent application of labor regulations across the workforce
- Management of all your time and attendance-related items from a single screen
- Payroll-ready attendance data when you need it

Advanced Reporting and Seamless Integration

- Enjoy real-time visibility into time and attendance data
- Easily configure reports to filter and view data the way you want it
- Schedule reports to be emailed at regular intervals
- Effortlessly transfer data from/ to any payroll, HRMS, ERP, or in-house system

REPLICON Team Schedule Reports

< Jun 21, 2015 - Jun 27, 2015 >

Publish (12) Unpublish (6) More

Type to filter

Employee	Sun 21	Mon 22	Tue 23	Wed 24	Thu 25	Fri 26	Sat 27									
No User 14.00 work hrs 2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Anderson, Richard 14.00 work hrs 2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Broz, John 0.00 work hrs 0.00 break hrs																
Cefonte, Chris 14.00 work hrs 2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Flintstone, Fred 0.00 work hrs 0.00 break hrs																
Gas, British 14.50 work hrs 3.00 break hrs	Empty Shift	Empty Shift			Day Shift Meetings											
Gomes, John 14.00 work hrs 2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Sacchamano, Bob 10.50 work hrs 5.00 break hrs		Day Shift	Day Shift	Night shift	Day Shift											
Total	16	97.00	1	0.00	7	42.50	1	7.00	1	5.50	6	42.00	0	0.00	0	0.00

Single-click publishing of schedules for instant updates

Filter by user, shift, location, and more to hone in on exactly the information you need

Copy and paste assignments for prior weeks to eliminate data re-entry and errors

Access to employee availability and ability to match to shifts

Assign shifts and add pertinent data to each assignment with a few keystrokes

Contact Us

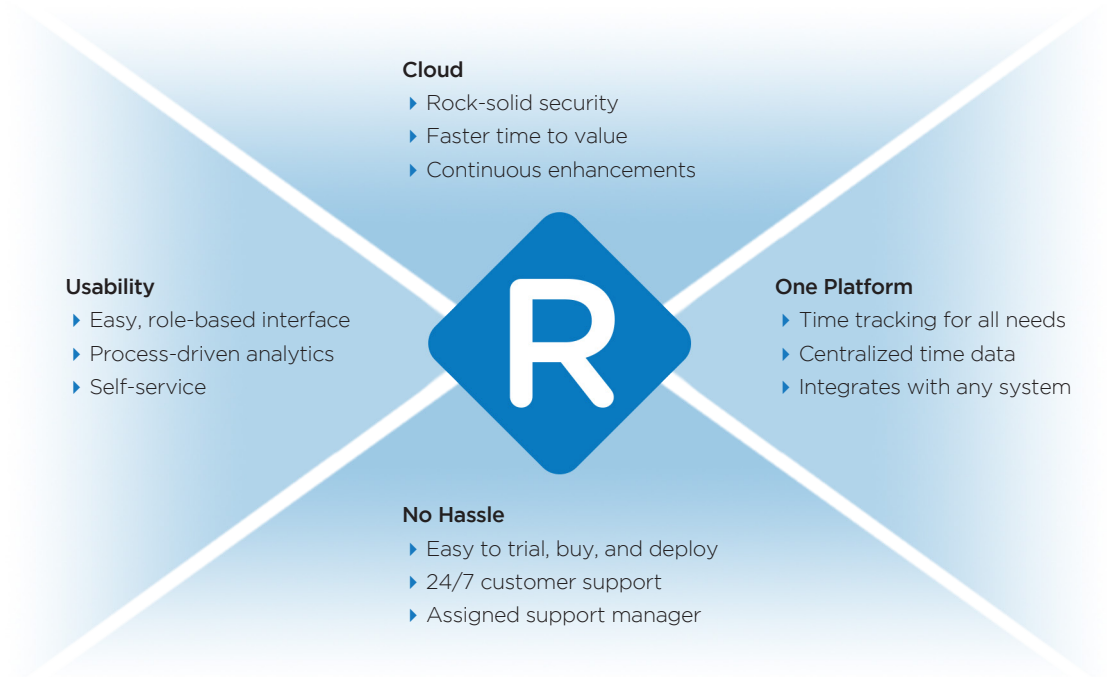
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Replicon's cloud time tracking solutions deliver greater insights, reduce the risk of non-compliance, and help organizations optimize their business processes to drive down costs and increase performance. This is what makes Replicon unique:



Expand the capabilities of Workforce Management with the following add-ons:

TimeOff Enterprise

Customizable time off management with the ability to handle any business needs for your global organization.

Expense Plus

Manage expense reports and reimburse employees for corporate expenses.

About Replicon

Replicon is the leading provider of cloud-based time tracking software. Our award-winning solutions are used by more than 1.5 million people in over 7,800 organizations across 70 countries. We help customers to better manage workforce attendance, expenses, projects, professional services teams, and shared services resources.

Our diverse customer base — from start-ups to Fortune 500 companies — trusts Replicon to help reduce compliance risk, keep costs down, and provide greater insight into business performance. Clients include: FedEx, MetLife, New Zealand Transport Agency (NZTA), Novartis, Orbitz, and Xerox. Replicon is a global company with employees in Australia, Canada, India, the United Kingdom, and the United States.

Want to try it for your business?

Get your free trial now. Free one-on-one support is available throughout the trial. www.replicon.com/free-trial or contact us.