

# 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.

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“ 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 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	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
<b>Totals</b>		<b>4.20</b>	<b>0.77</b>

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																
Defonte, Chris 14.00 work hrs   2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Flinstone, 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 14.50 work hrs   2.00 break hrs		Day Shift Meetings			Day Shift Meetings											
Sacchmano, Bob 14.50 work hrs   5.00 break hrs		Day Shift	Day Shift	Night shift	Day Shift											
<b>Total</b>	<b>16</b>	<b>97.00</b>	<b>1</b>	<b>0.00</b>	<b>7</b>	<b>42.50</b>	<b>1</b>	<b>7.00</b>	<b>1</b>	<b>5.50</b>	<b>6</b>	<b>42.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>

**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

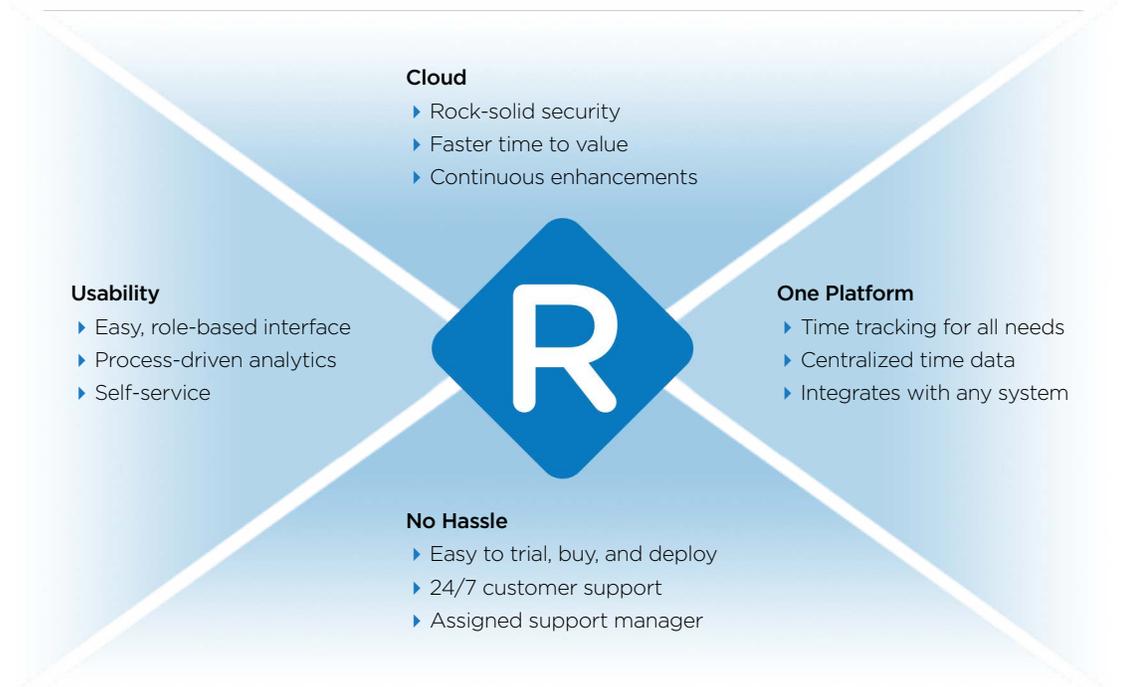
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Replicon's cloud time tracking solutions deliver greater insights, reduce the risk of non-compliance, and help organizations optimize their business processes to drive down costs and increase performance. This is what makes Replicon unique:



### 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, the Time Intelligence™ company, has over 20 years of industry leadership and is pioneering a new approach to time management. Time Intelligence elevates time as a strategic asset within an organization, to improve operational productivity, performance, and profitability.

Replicon's Time Intelligence Platform offers solutions for global time and gross pay compliance, enterprise time management for ERP, professional services automation, and an SDK for continued development - expanding the company's award-winning portfolio of cloud-based products, including complete solution sets for client billing, project costing, and time and attendance.

Replicon supports thousands of customers across 70 countries, with over 400 employees around the globe including the United States, Canada, India, Australia, and the United Kingdom.

### 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](http://www.replicon.com/free-trial) or contact us.