



ScheduleSoft Supports **LEAN INITIATIVE**

The **Challenge**

A global food and beverage company, with more than 1,200 employees working at multiple processing locations throughout the world, was experiencing complex employee scheduling challenges due to a "lean initiative" implemented in the 1990s. They established cross-functional lines in a cellular manufacturing process, run by self-directed work teams. While more efficient for production, self-directed work teams complicated employee scheduling.

The company faced three key challenges:

- 1. Continuation of process and cost improvements.**
- 2. FDA and cGMP (Current Good Manufacturing Practices) regulation compliance and validation**
- 3. Adherence to union contract work rules, including maintaining records of employee skills, matching individual's skills to equipment and proper allocation of overtime.**

Accounting for the different workweeks for employees - some start the week on Monday, some on Tuesday, etc. - was an additional scheduling challenge. The company needed an easy-to-use automated system, bulletproof in its ability to assign work according to contractual agreements and job skills. Their current time and attendance system did not address any of the scheduling challenges they faced.

The **Solution**

The company evaluated several software solutions before selecting ScheduleSoft's Schedule Generation software, a robust automated system that handles complex attendance, job matching and work rules compliance. This solution had great positive impact on the business:

- 1. Reduction in time and personnel needed to develop employee schedules**
- 2. Minimization of the time to recognize absenteeism and report it to the shift supervisor**
- 3. Ability to match employee skills to equipment and production demand**
- 4. Optimizing the use of employees within contractual agreements and company cGMP guidelines**
- 5. Ability to set and monitor goals for cost reductions in personnel and employee overtime payments**

Equally as important was the software's full compatibility with the company's Kronos time keeping system and their Oracle system for payroll. A win on every front.

The **Results**

This company found that ScheduleSoft's Schedule Generation software was easy to use and provided the following benefits:

- 1. 90% of the company's work rules were automated without costly custom programming.**
- 2. 40% reduction in the time to develop the work schedules - a target the company believes will improve as the employees continue to use the software**
- 3. 50% drop in money paid to workers for assignment errors and a significant reduction in employee grievances ("Free Money Program")**
- 4. Improved union and management relations. A union/management team has been formed to discuss scheduling rules before they are entered into the system.**

The ScheduleSoft system is helping this company to reduce cost and eliminate waste, both critical elements of their "lean initiative."

ScheduleSoft's staff and Schedule Generation software delivered measurable cost savings through flexibility, ease-of-use, regulation compliance and business understanding.

PUT US ON
YOUR
SCHEDULE FOR
BUSINESS
IMPROVEMENT!