

# Infor WFM Workbrain for Manufacturing

“ With Infor WFM Workbrain for Manufacturing, we’ve reduced costs by automating several employee processes. ”

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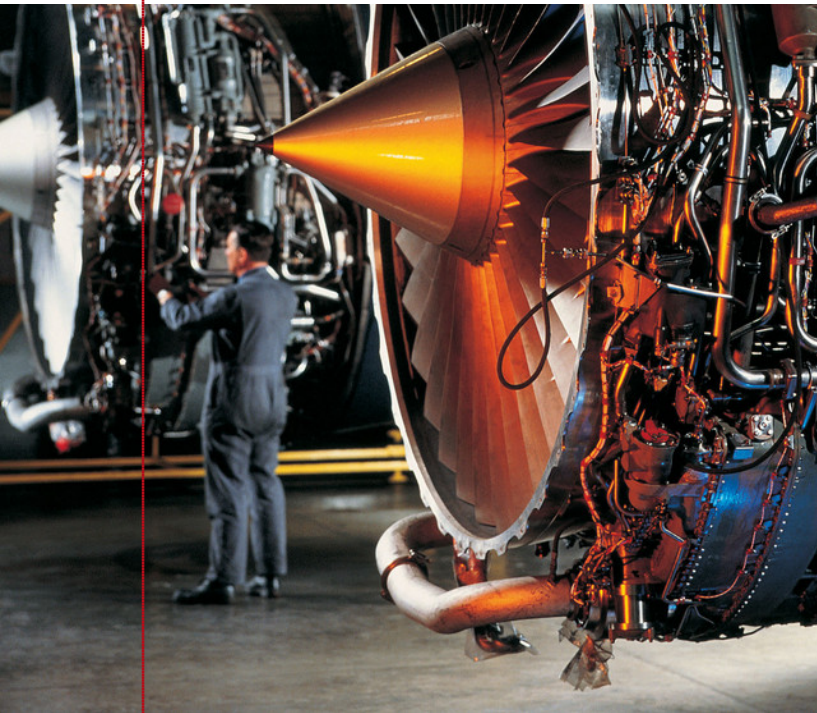
## Do business better.

As manufacturers eye their workforces as the next big opportunity for improved business productivity, they can't simply implore each employee to work harder and smarter. That might produce some incremental improvement, but it won't deliver on the larger, more strategic need to get a better return on their most valuable asset: people. Instead, manufacturers need to make their workforce management processes smarter.

Positioning their workforce to contribute more to the bottom line requires an advanced workforce management solution that aligns scheduling with production so goods are produced on time, at the lowest possible cost. It requires streamlined time & attendance to reduce costs, improve productivity and ensure compliance with regulations such as the Fair Labor Standards Act (FLSA). And it requires advanced labor analytics to support better decision making. To create a better-positioned workforce, forward-thinking manufacturers are implementing Infor™ WFM Workbrain for Manufacturing.

## Leverage Experience

Infor WFM Workbrain for Manufacturing has been designed by Infor domain experts to meet the workforce management needs of large, distributed manufacturing organizations. The solution integrates easily with existing IT infrastructures, working in unison with any enterprise resource planning (ERP) solution, manufacturing execution system (MES), or other enterprise system to deliver real-time insight into actual labor costs and improve overall workforce productivity. With Infor WFM Workbrain for



Manufacturing, manufacturers can schedule their workforce within automated and system-governed constraints, collect accurate labor and production data, improve the efficiency of HR processes, and leverage labor analytics.

### Get business specific.

Infor WFM Workbrain for Manufacturing features a J2EE™, web-based architecture with pre-built interfaces to facilitate easy integration with third-party solutions and central deployment and maintenance to help control costs. The solution supports local plant and department rules and workflows for added flexibility. Infor WFM Workbrain for Manufacturing is highly scalable, ensuring that the application will keep pace with your evolving business needs.

Infor WFM Workbrain for Manufacturing delivers a full range of manufacturing-specific workforce management capabilities, giving manufacturers more flexibility and choice. Core capabilities include:

**Workforce Scheduling.** With Workforce Scheduling manufacturers can more effectively accommodate worker availability and skills-based scheduling requirements that characterize most manufacturing operations. Variable demand-driven workload can be matched with appropriately qualified employees through an automated schedule-generation process. Workforce Scheduling

creates efficiencies throughout the entire scheduling processes by ensuring that employee availability, job ranking, skill qualification, and other parameters are respected. As a result, manufacturers can produce a quality schedule with minimal manual input, while complying fully with union rules, government regulations, and corporate policy.

**Overtime Equalization.** Overtime Equalization automates the equitable distribution of available overtime to qualified employees, in accordance with union and regulatory policies. As a result, manufacturers face fewer employee grievances triggered by inequitable overtime practices.

**Workforce Data Collection.** Workforce Data collection hardware and software solutions support real-time collection of granular employee activity information, including labor metrics such as work orders, dockets, departments, and cost centers; and production metrics such as units produced, good counts and bad counts. In conjunction with the Clock Server, these solutions also enforce badge, schedule, and job assignments and can store thousands of punches—even those collected during a network outage—ensuring no punch is ever missed.

**Workforce Time and Attendance.** Workforce Time and Attendance is a complete and cost-effective solution that helps manufacturers reduce costs, improve productivity, and comply with complex external and internal regulations, such as FLSA and union agreements. With Time and Attendance, managers can enter, view, edit, and approve reported time for past, current or future weeks. In fact, changes to already-paid time are automatically recorded as retroactive adjustments that can be paid immediately or with the next regular payroll run; all changes are clearly recorded for auditing and reporting. With employees' time captured, the solution automates 100 percent of pay rule calculations without the need to customize core code. Time and Attendance also enhances decision making by providing a complete data foundation for labor analytics to provide transparency into hours worked, overtime, and labor costs. Imagine: using actual costs in costing analysis, instead of standard or average rates.

**Workforce Absence.** Workforce Absence automates and integrates the entire absence and leave process by providing a centralized system for managing, reporting, and analyzing all absences. With Workforce Absence, managers gain complete visibility into staff availability




based on absenteeism. Full audit trails and tracking capabilities also help organizations comply with governance obligations, union rules, federal regulations, and other legislative mandates. By automating all leave management processes, Workforce Absence significantly increases productivity, reduces time spent on administrative tasks, and improves employee satisfaction. The module also includes a “zero-touch” leave management capability to replace costly and error-prone manual processes for handling intermittent leave.

**Workforce Performance.** Workforce Performance is an industry-leading, 100% web-based solution that provides strategic insight into key workforce performance indicators, using at-a-glance dashboards and advanced reporting. It delivers immediate value for users with predefined role- and industry-specific home pages. Integration with Workforce Time and Attendance provides transparency into hours worked, overtime, labor costs, and more to improve decision-making. Out-of-the-box reports and alerts allow users to take immediate advantage of previously hidden information.

**Employee Self-Service.** Employee Self-Service reduces administrative work for employees, supervisors, and human resources staff, freeing them focus on customer-centric and other important activities. By allowing employees to view personal information, trade shifts, view balances such as vacation time remaining, and request time off, Employee Self-Service dramatically reduces wasted time while significantly enhancing employee satisfaction and retention. To ensure rapid adoption of self-service capabilities with minimal training, Employee Self-Service is available through a personal computer or kiosk interface for employees without regular computer access.

**Education Performance Accelerator Kit.** The Infor Education Performance Accelerator Kit (EPAK) is a comprehensive end-user training and support application that can help employees rapidly learn how to use WFM so you accelerate the return on your investment. EPAK is a complete training solution that addresses requirements from pre-installation to post go-live phases. The solution is flexible enough to work within your organization’s existing information technology infrastructure.

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## See results now.

In developing Infor WFM Workbrain for Manufacturing, Infor workforce management domain experts applied their understanding of unique manufacturing requirements to produce a solution that delivers quick time to value. With Infor WFM Workbrain for Manufacturing, manufacturers can transform their workforce management challenges into competitive advantages. Companies that have implemented Infor WFM Workbrain for Manufacturing report a wide range of business benefits, including:

- A 1-2% reduction in gross payroll expenses through increased accuracy and efficiency of payroll operations
- A 60% reduction in the time managers spend on administrative tasks
- Rapid deployment at both an enterprise and plant level
- More flexible labor scheduling accommodating employee preferences and enforcing regulatory constraints
- Accurate and improved business decisions based on advanced labor analytics
- Rapid employee adoption with little or no re-training
- Improved compliance through better control and visibility

## About Infor.

Infor acquires and develops functionally rich software backed by thousands of domain experts and then makes it better through continuous innovation, faster implementation options, global enablement, and flexible buying options. In a few short years, Infor has become one of the largest providers of business software in the world. For additional information, visit [www.infor.com](http://www.infor.com).

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