

Data sheet

WORKFORCE MANAGEMENT

If you want to manage your company in an optimal way, it is very important that you plan the available human resources' activities in the best possible way.

However, it is not easy to have the most adequate persons at the right place in the right moment.

Indeed, the more numerous are the factors to be taken into consideration, the more complicated this is: skill and personnel availability and working hours, specific skills, specific contractual constraints, etc.

WorkForce Management is a Cybertec solution that automates the creation and updating of the shift assignment system, enabling an efficient and flexible human resources management.

Overview

In order to be able to quickly respond to the market demands, each company has to be more flexible in the production planning processes.

Among the biggest obstacles for the realisation of an optimal production planning system are the skill and personnel availability and working hours. Thus, a crucial success factor is a definition of an optimal system for the assignment of the workforce to the productive needs. This will, on one hand, enable the achieving of the delivery and production goals of the released production plan and, on the other one, satisfy the needs of the employees in the best possible way, while guaranteeing the principles of equity fundamental for satisfaction at work and for the productivity itself.

WorkForce Management is a Cybertec solution which simplifies and automates the process of creating and updating the working shifts. It optimizes the company and workforce needs and uses the flexibility of the working hours and of the skills in the best possible way.



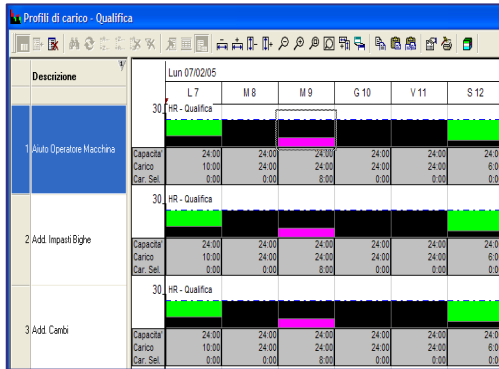
The image shows a promotional graphic for Cybertec's WorkForce Management solution. At the top left, the Cybertec logo is displayed in white on a dark blue background, with the tagline 'The Planning & Scheduling Company' below it. The main title 'WorkForce Management' is written in a large, green, serif font, with 'Manpower Planning & Scheduling' in a smaller green font underneath. The background features a photograph of a race team in red suits working on a red and white Formula 1 car. At the bottom center, there is a small logo for 'High Performance Supply Chain' consisting of four colored arrows (blue, yellow, green, red) pointing to the right.

WorkForce Management is a Cybertec solution which helps to increase the company competitiveness through the improvement of the human resources management.

Workforce needs planning

To have an efficient process of personnel management it is necessary to define precisely the skills requirements. Thanks to Workforce Management, its efficient calculations and its fast data processing, you can have a quick and precise evaluation of the skills requirements in short time. It also enables you to see more clearly the resources demand in the mid-term and its evolution in the long-term period.

In this way, the person responsible for the workforce planning can check the shift assignment plan that is already confirmed. He also can monitor load profiles for the available resources and simulate different conditions.



...fast calculating of the skills requirements...

...their instant updating at each variation of the production plan...

...necessary visibility of the workforce's profile loads, grouped by teams, by skills requirements, etc.

This and much more with Cybertec's WorkForce Management!

Job assignment

After the plan for the fulfillment of the requirements is confirmed, it is necessary to assign the most adequate workforce to each manufacturing process. In doing this, you have to consider the shifts, the skills and personnel preferences.

Thanks to WorkForce Management the time necessary to create a feasible shift plan is drastically reduced. In addition, it enables you to identify immediately eventual problems and resolve them on time.

WorkForce Management allows you to deal with the constraints such as maximum number of consecutive working days, constraints relating to the work load (working hours in a week), shift or skills preferences and more. The system is configurable, so the user has the possibility to decide each time what will be the priority in the creation of the shift assignment plan: the resource saturation, skills stability, respect of the employees' preferences towards certain shifts, etc.

Thanks to these features, WorkForce Management can be used even in more complex environments, where it is important to be able to conduct simulations according to different approaches.

The algorithms are integrated into an interactive working environment. Thanks to this it is possible to manipulate the proposed shift assignment plan with an extreme velocity and efficacy.

Thanks to WorkForce Management it is possible to have an automatic assignment of the workforce to their tasks.

However, it is possible to intervene in the proposed assignment plan in a simple and natural way, by eventually making changes.

Assegnazione turni						
	Lun 011104	Mar 021104	Mer 031104	Gio 041104	Ven 051104	Sab 061104
335: BACCI ALBERTO ()	CC_FORNI 1	CC_FORNI 1	CC_FORNI 1	CC_FORNI 1	CC_FORNI 1	
778: BAMBINI GABRIELE ()	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	
484: BELTRANI FABRIZIO ()	FERIE	FERIE	FERIE	FERIE	FERIE	
1123: BROCANI ANDREA ()		OP_FORNI 2	OP_FORNI 2	OP_FORNI 2		
625: CAPITANI FILIPPO ()	OP_STAB 3	OP_STAB 3	OP_STAB 3	OP_STAB 3	OP_STAB 3	
509: CARONARI SERGIO ()		CC_FORNI 3	CC_FORNI 3	CC_FORNI 3	CC_FORNI 3	
514: CATUFI MARCO ()	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	OP_FORNI 3	
779: CIAFFONI ROBI ()	OP_MOLLE 3	OP_MOLLE 3	OP_MOLLE 3			
877: CONTI MORRIS ()	OP_MOLLE 2	OP_MOLLE 2	OP_MOLLE 2	OP_MOLLE 2		
1129: DE ROSA SALVATORE ()	OP_FORNI 2		OP_FORNI 2		OP_FORNI 2	

Contracts management

The process of the assignment of the workforce to shifts depends on each person's contract. WorkForce Management associates a particular contract type to each employee and, in that way, guarantees that the shifts will be assigned in accordance with contractual constraints of each member of the workforce. At the same time, it enables the maximum flexibility in the manual management of the exceptions. These can be the assignment of an employee to a shift that is not pertinent with his job contract or to an activity for which usually there is no need for his skills. If such exceptions exist in a confirmed shift assignment plan, they are always adequately highlighted.

The user has also the possibility to pre-assign employees that he chose to a specific shift or task, leaving to the automatic system to deal with the remaining requirements.

Identification of the gaps between the requested and the assigned workforce

WorkForce Management has appropriate alarms configured and in that way enables the evaluation of the created plan's quality in terms of responding to the service requirements and of complying with the contractual and skill constraints. In particular, the appropriate tables and charts enable you to immediately see eventual discrepancies between the workforce required for certain tasks and the one assigned after the planning process. In order to eliminate these gaps, WorkForce Management allows you to modify the assignments already made, simulate alternative assignments and save different situations.

Thus, the system also represents a fundamental tool for the analysis of the problems in a process and for the simulation of alternative solutions.

Contingency Management

Changes on the market and in the production plan can cause an adjustment or a change of the workforce assignment plan. To respond to the requirements becomes even more complicated because of the fact that the available capacity can vary with time in an unpredictable way. While the unavailabilities due to the holidays can be programmed sufficiently in advance, it is not so with those due to the sick leaves or absenteeism. Depending on the variation type that determines the requirement of a new planning, Workforce Management enables you to calculate again the new workforce requirements and create new working plans.

Thanks to its fast calculations, WorkForce Management enables a perfect control over the assignment process, even in the cases of workers' high flexibility (in terms of skills and working hours) and high changeability of the production and/or service plan.

The screenshot displays two overlapping windows from the WorkForce Management software. The top window, titled 'Personale assente', shows a list of employees with columns for 'Maticola', 'Cognome', 'Nome', 'Data inizio', 'Data fine', 'Causale', 'Descrizione', and 'DISPONIBILE'. The bottom window, titled 'Personale Disponibile per giorno/turno', shows a table with columns for 'DATA', 'Maticola', 'Cognome', 'Nome', and 'Turno', listing available staff for various dates and shifts.

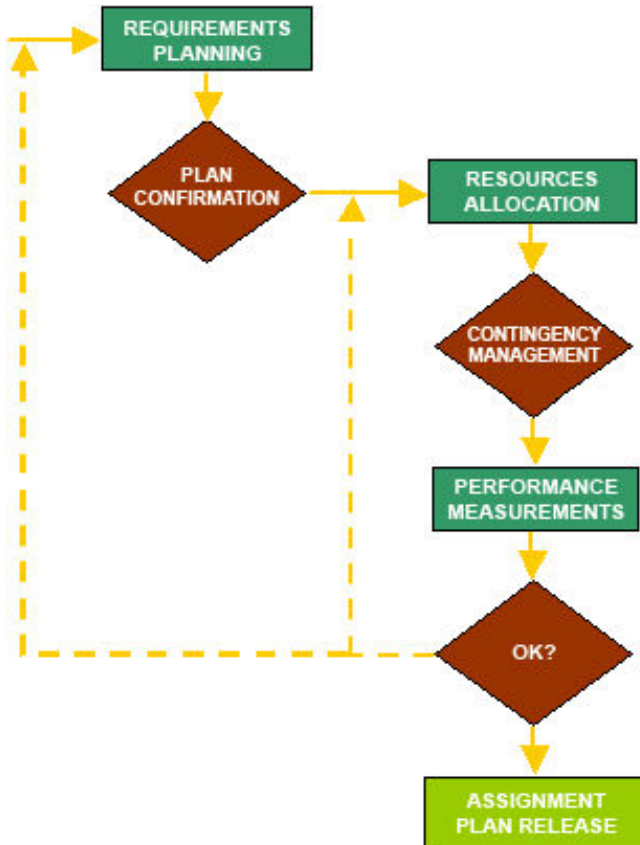
Maticola	Cognome	Nome	Data inizio	Data fine	Causale	Descrizione	DISPONIBILE
1 1100	AHMED	MOHMED	22/2/04	31/1/04	MAUSA C	Falsa congedo	-
2 916	ALTIERI	ANGELO	08/1/04	14/1/04	FERIE	Ferie	-
3 916	ALTIERI	ANGELO	24/01/05				
4 916	ALTIERI	ANGELO	16/06/04				
5 916	ALTIERI	ANGELO	27/2/04				
6 264	ALFINI	CHRISTIAN	11/11/04				
7 775	ANTONELLI	ALEX	31/01/05				
8 775	ANTONELLI	ALEX	08/1/04				
9 899	BAIARDI	CHIARA	24/01/05				
10 899	BAIARDI	CHIARA	31/01/05				
11 899	BAIARDI	CHIARA	16/06/04				
12 899	BAIARDI	CHIARA	29/1/04				
13 986	BALDI	BALDO	19/01/05				
14 986	BALDI	BALDO	28/01/05				
15 986	BALDI	BALDO	09/02/05				
16 986	BALDI	BALDO	31/01/05				
17 194	BALDONI	SANDRO	02/06/04				
18 194	BALDONI	SANDRO	29/1/04				
19 61	BARUCCI	MASSIMO	17/01/05				
20 61	BARUCCI	MASSIMO	10/01/05				

DATA	Maticola	Cognome	Nome	Turno
1 07/02/05	1100	PIAZZA	DANIELA	1
2 07/02/05	1022	FLAMIGNI	FABIO	1
3 07/02/05	1050	FALCITANO	ANNA MARIA	1
4 07/02/05	1100	AHMED	MOHMED	1
5 07/02/05	11001	FACCHINO		1
6 07/02/05	11002	FACCHINO		1
7 07/02/05	11003	FACCHINO		1
8 07/02/05	11004	FACCHINO		1
9 07/02/05	11005	FACCHINO		1
10 07/02/05	11006	FACCHINO		1
11 07/02/05	11007	FACCHINO		1
12 07/02/05	11008	FACCHINO		1
13 07/02/05	11009	FACCHINO		1
14 07/02/05	11010	FACCHINO		1
15 07/02/05	11011	FACCHINO		1
16 07/02/05	11012	FACCHINO		1
17 07/02/05	11013	FACCHINO		1
18 07/02/05	11014	FACCHINO		1

Thanks to the powerful graphic interface of WorkForce Management the users can configure tables, cards and windows in an independent and simple way.

In this way every manager can monitor the process of the workforce management in the way he prefers.

WorkForce Management: Cybertec's solution for the workforce planning



An iterative process, from requirements planning level, to the making of the workforce assignment plan and to the specific processings.

Replanning of the requirements and the reallocation of the resources become faster and easier with WorkForce Management.

Fast simulations and a powerful graphic interface allow the user to try alternative solutions and choose an optimal result.

WorkForce Management benefits

The benefits Cybertec's clients have obtained with WorkForce Management are:

- ❑ ***Costs reduction***
Fast processing and the number of resolved constraints reduces the time devoted to the making of the assignment plan (50-80%) and the number of persons devoted to a specific activity
- ❑ ***Efficiency increase***
To have a profound knowledge of the requirements and of the management in an integrated system of the important information enables a better workforce allocation.
- ❑ ***Faster reacting***
The capacity to deal with the contingencies and changes enables a fast response.
- ❑ ***Productivity increase***
The assignment process that is efficient and coherent with the workforce requirements increases the productivity level.

Cybertec: an ideal partner for the high-performance Supply Chain

For 15 years now Cybertec has been providing the most prestigious companies in Italy and abroad with solutions for the improvement of the Supply Chain performances.

Cybertec supplies industrial companies, in a simple and efficient way, with the most advanced technologies. Besides that, it offers also a full range of services designed for the innovation of the processes, for the personnel training and for a better use of company data and systems.

The synergy between cutting-edge tools and proven methods is what helps Cyberte achieve optimal results in improving performances in the company main critical areas.

Continuing collaborations with over 300 clients are a testimony of the quality of Cybertec's solutions. All these clients agree that Cybertec's specialisation and experience make it an ideal partner for the improvement of the performances in short periods of time and with secure costs.

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