Need for speed: how the drive for digital is transforming workforces

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The core drivers of digital transformation

The drive for digital is accelerating fast.

At the start of 2020, many businesses were already beginning to adapt gradually to workforce and consumer needs, and the resulting demand for agile technology solutions.

The pandemic has simultaneously accelerated this drive towards digital transformation, while also putting many business' plans to adopt new technology on hold indefinitely.

With the vaccine rollout now well underway, businesses must now put their foot on the metaphorical gas, and leverage the benefits of digital transformation to fuel long-term recovery, or risk falling further behind.

Employee expectations have shifted, the need to create efficiencies with data-driven decision making has become paramount, and health and hygiene concerns are ongoing.

These changes require a new approach to workforce management technology and IT infrastructure. Flexible, agile and cost-effective software solutions are now essential to ongoing business performance.

57%

of high performers see leveraging technology as top priority.

42%

of businesses have limited to no clearly defined digital vision.

31%

of leaders say their technology funciton is transformational.

4.25%

of business revenue on average is spent on technology.

Source: Deloitte, 2020 Global Technology Leadership Study.

Driver 1: Changing employee expectations

In a world where workforces are constantly fluctuating, employees must be able to access the information they need, when they need it.

It is no longer sufficient to provide paper-based rosters or emailed payslips, particularly when staff are expected to work flexibly in an environment that is in a state of flux.

Workers rely on their employer to provide up-to-the-minute information as their rostered hours change, and workplace policies are updated.

A secure, enterprise-level experience on their mobile device is increasingly critical.

Driver 2: The need for accurate data

Accurate workforce-related data is essential for creating efficiencies and cost savings, while enabling effective decision-making.

Without access to analytics, business leaders are ill-equipped to drive constant improvement, and managers struggle to create day-to-day efficiencies.

Many rely on disjointed systems and processes, limiting their ability to gain robust business-wide insights.

There is also the risk of poor data integrity, with multiple ways of working and standalone software in place, and no central source of truth.

Driver 3: Ongoing health and safety

Reducing the spread of illness in the workplace remains a priority – for both employees and customers.

Reducing human-to-human contact is essential – and touchless digital interfaces play a key role.

For example, if staff all clock in and out of their shift using the same device, or with the same pen and paper, the risk of possible infection is heightened.

Contact and location tracing also continue to play an important role, with businesses needing instant access to data about exactly who was working, when, and with whom.

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Protect employees and provide the access they need

Empower your team with employee self service (ESS)

Let your team access their information no matter where they are with Roubler's employee self service feature. With Roubler, employees can manage their work life anytime, anywhere, via mobile app or desktop.

Increase engagement and communicate with ease

Roubler's powerful ESS feature lets you communicate with ease, ensuring employees never miss a newly rostered shift, company update, or updated policy or procedure. Engaging with your team has never been easier.

Manage teams on mobile

With Roubler's mobile app, managers can check their team's timesheets, leave requests and expense claims any time, anywhere. This feature makes it easy to approve or decline on the go – it's as simple as swipe left, swipe right.

Provide employee benefits

Provide your team with access to their staff benefits directly from the mobile app. You can link through to your business's existing benefits program, or choose from Roubler's constantly-expanding list of benefits.

Protect staff with hygienic clocking

Designed with cleanliness in mind, the optional mobile time clock feature gives your team a safe and hygienic way to clock in and out of their shift directly from their mobile phone. This ensures there is no need for everyone to touch the same kiosk or device, while also protecting against the risk of time theft.

Ensure health and wellbeing

With Roubler, you can ask your team to answer a series of fully-customisable questions when they clock in for their shift.

Created specifically for Covid-related health checks, this feature will help you identify whether employees are at risk.

Accurately track potential exposure

Should the worst happen, our Covid tracing report will give you fast access to detailed information about employees' potential exposure.

Roubler can provide accurate reporting based on clocking data, so you can see exactly who employees have worked with and when.

This is an efficient way to help you stop the spread and minimise the impact on your business.

Roubler + The Capital Hotels & Apartments

The Capital Hotels & Apartments (The Capital Hotels) is the fastest growing hotel group in South Africa, disrupting the market in the apart-hotel sector.

With a network of hotels and apartments across South Africa, The Capital Hotels required a flexible and modern workforce management system to support their expansion.

With ambitious plan and growth throughout 2020 despite the significant challenges faced, they didn't want to be held back by inefficient software or disjointed processes. With rules and regulations around travel and the hospiality industry changing constantly, flexibility was critical.

The Capital Hotels sought out a partner that was as disruptive in the technology industry as they were in hospitality, and Roubler fit the bill perfectly.

With Roubler in place, new staff are onboarded faster, managers spend less time on admin, and employees can manage their work life via the app.

The Capital Hotels benefits from a system that includes the complete employee lifecycle: from onboarding, to time and attendance to rostering and payroll.

They now have oversight across the entire group to ensure employees are working the right hours and being paid correctly across their various locations.

At a site level, managers save valuable time with features like smart rostering and management features built into the mobile app.

Employees can view their roster, book leave and update personal information via the app, without the need to log in to different systems or request information from HR.

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Gain absolute clarity over workforce data

Create labour efficiencies

Improve the efficiency of your entire workforce with this powerful tool. Roubler's labour forecasting gives you the visibility you need to drive constant improvement and allows managers to operate within the budget they have been allocated.

Integrate POS data

Improve labour efficiencies in real time with sales data that synchronises directly from any cloud-based POS system. This provides complete clarity over predicted staffing costs against sales results, so that managers can adjust the roster accordingly.

Access workforce-wide analytics

Roubler helps you understand the complete picture across the entire employee lifecycle. By bringing together all aspects of workforce management in one seamless system, you will gain actionable insights, enabling robust decision making.

Eliminate data integrity risks

With no need for manual data entry or messy integrations, Roubler eliminates the risks associated with poor information integrity. Having one source of truth for all workforce-related information provides crucial clarity and ensures data is error-free.

View comprehensive reporting

Roubler provides HR, payroll and managers with easy access to the workforce-related information they need – from visibility over staffing to roster costs, to accurate time and attendance data, to essential payroll and audit reporting.

Gain specific insights with cost centres

Use Roubler's cost centre functionality to gain a better understanding of labour costs across locations, projects, events and campaigns. This helps maximise efficiencies and enables robust decision making.

"Roubler has enabled us to manage our workforce far more efficiently across our group of nine hotels nation-wide."

— John Skelton, Chief People Officer,
The Capital Hotels and Apartments

All-in-one workforce management

Roubler is a unique workforce management solution trusted by businesses all over the world including The Capital Hotels, Estee Lauder, WHSmith and MAC.
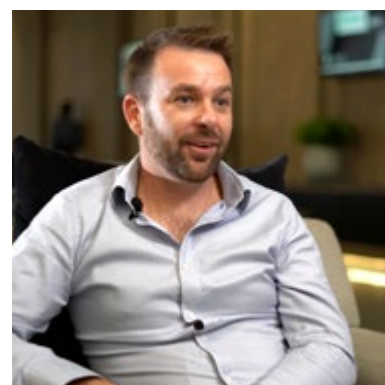
We'll help you to recruit, onboard, schedule, manage and pay your staff, all while providing data clarity and real-time analytics across every aspect of your workforce.

We bring you true peace of mind, knowing that Roubler's always-on compliance and risk management tools are with you every step of the way.

By harnessing the latest AI, machine learning and automation we are providing a new depth of insight and intelligence, and shaping the workforces of tomorrow.

Want to find out more?

Call us on +61 1300 833 137
or email info@roubler.com

Recruit
Find and attract the very best talent to join your team.

Onboard
Automate employee onboarding and go paperless.

Roster
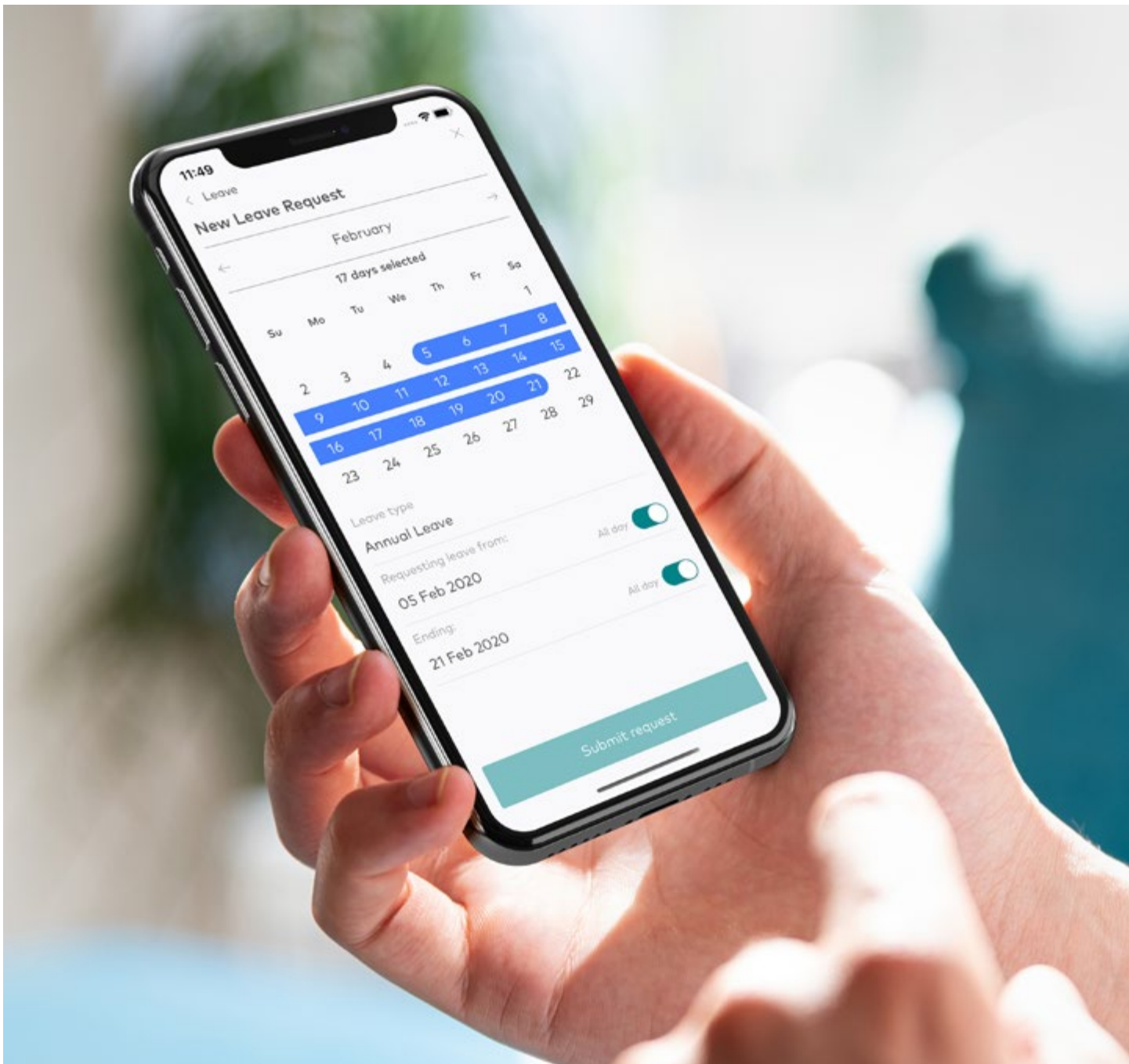Create efficient rosters with a single click.

Manage
Manage employees seamlessly at every stage.

Pay
Enjoy peace of mind with built-in compliance.

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Find out more

Want to learn more about digital transformation?

Call us on +61 1300 833 137 or email info@roubler.com

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www.roubler.com/nz