



Cost control:  
creating  
efficiencies  
with workforce  
management

**roubler.**

# The challenges of workforce cost control



## **Labour cost management has a critical role to play in long-term business success.**

The rising cost of talent retention and economic factors such as inflation are hindering many business' ability to scale and grow.

The most successful businesses have processes in place to help them manage labour costs and create a competitive advantage.

Better workforce planning means better decision making, and will ultimately help a business deliver a higher quality service by ensuring they are not over- or under-staffed.

There are three key factors preventing businesses from creating labour efficiencies: inefficient rostering; the availability (or otherwise) of attendance data; and the ability to gauge wage spend against sales results.

Thankfully, Roubler's all-in-one workforce management provides the clarity businesses need to understand costs and make informed decisions, ultimately creating efficiencies.



**Built-in cost control measures**



**Labour efficiency scoring**



**Incremental roster costings**



**Accurate attendance data**



### **Challenge 1: Inefficient scheduling practice**

Staffing costs and efficiency data should be key consideration when managers are creating rosters.

Having total visibility over the cost of a roster as it is being created is crucial.

Understanding the relationship between actual sales and roster costs is also vital.

Despite this, many businesses rely on manual calculations – or worse, gut instinct – when scheduling on staff.

All too frequently, the true cost of a roster is never apparent, at the detriment of business efficiency and cost control.

### **Challenge 2: Inaccurate attendance data**

Whether it is deliberate or inadvertent, time theft can be a challenge when managing a shift-based workforce.

Many businesses lack the ability to accurately track the actual hours employees are working, and to pay them accordingly.

Reliance on paper time sheets, or time clocking and attendance systems that don't work seamlessly with payroll, is common.

This can easily result in staff being paid for time they did not actually work, quickly adding up to a significant blowout over even a relatively short period of time.

### **Challenge 3: Under- and over-staffing**

Managers creating rosters are often ill-equipped to understand the intricacies of demand forecasting, leading to under- and over-staffing resulting in cost blowouts.

Although it may sound counter-intuitive, under-staffing can be as much of an issue as over-staffing in a business.

If enough staff are not rostered on, sales can suffer and the turnover of existing employees can increase as they feel the strain of overwork.

Similarly, if employees are required to cover shifts at the last minute, overtime costs can quickly skyrocket.

# Creating efficient rostering practices for total cost control

## Understand the costs of a roster

Roubler's rostering feature includes costings per employee, day, and roster period, enabling you to build out cost-effective rosters. Our labour efficiency tool also helps managers optimise rosters in line with forecast and actual results, keeping labour costs within budget.

## Make the scheduling process more efficient

Easily create efficient rosters and notify staff as soon as a new shift is published – all while taking into account employee availability, and specific business rules. Roubler's powerful system makes the scheduling process seamless.

## Roster according to demand

Our demand-based rostering feature will automatically roster on the right number of staff, based on predicted demand. Working alongside our smart schedule, this powerful tool will help you build a roster and assign suitable employees, according to predefined demand ratios.

## Create efficiencies with labour forecasting

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.

## Improve decision making with point of sale 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 schedule accordingly.

## Access meaningful workforce 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, leaders will gain accurate and actionable insights business-wide.

## 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.

## 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.

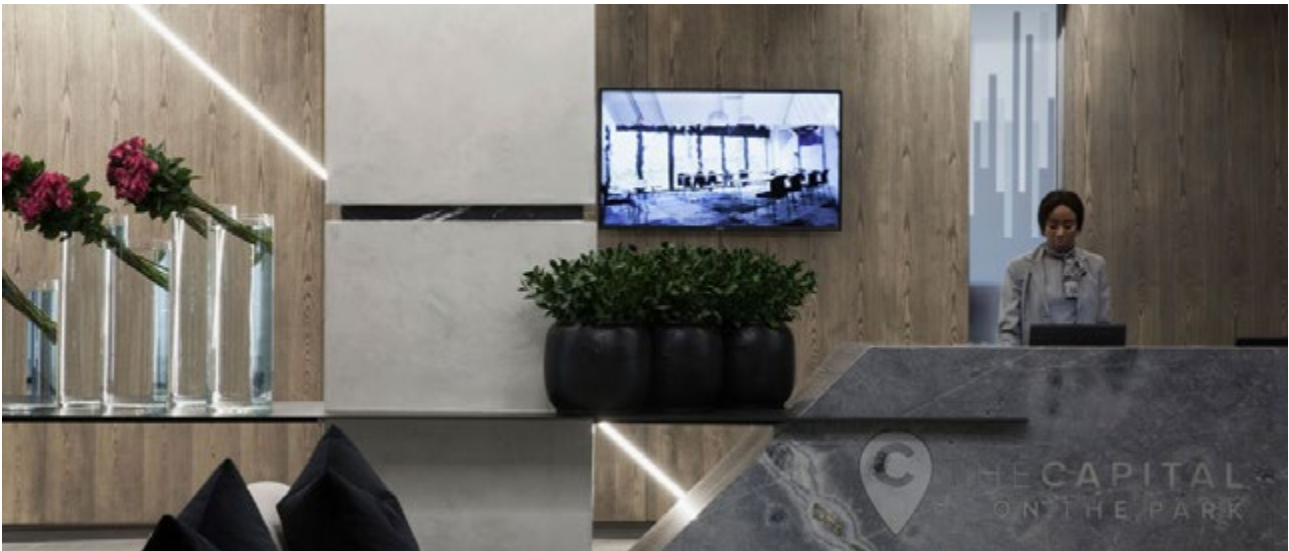




**One seamless system. Business-wide impact.**

Roubler enables business-wide efficiencies by bringing together everything you need to recruit, onboard, schedule, manage and pay your staff in one seamless system.

# 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 hospitality 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.



## All-in-one workforce management

Roubler is a unique workforce management solution trusted by businesses all over the world including The Capital Hotels & Apartments, Estee Lauder 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](mailto: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.



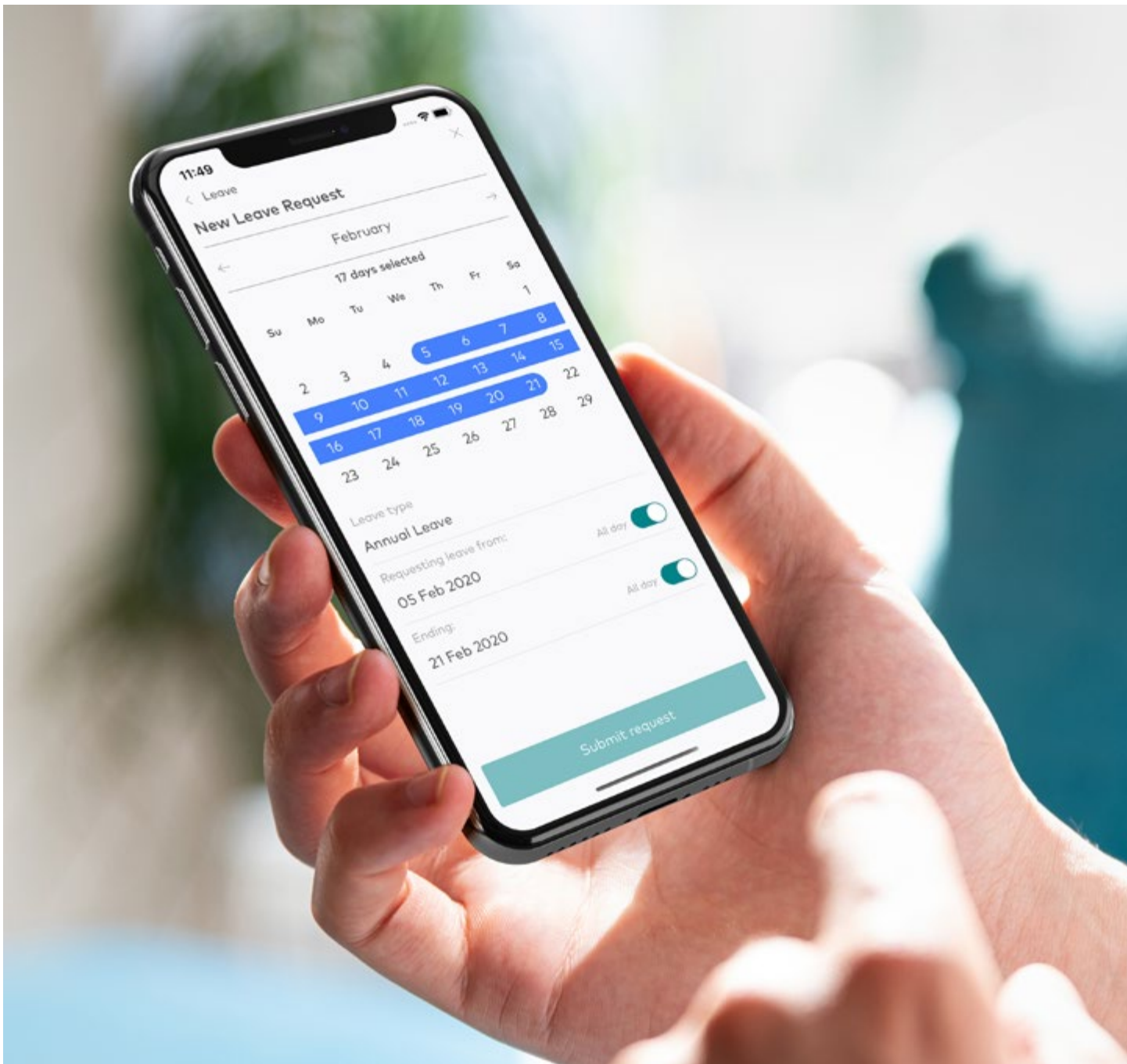
### Manage

Manage employees seamlessly at every stage.



### Pay

Enjoy peace of mind with built-in compliance.



# Find out more

Want to learn more about creating cost efficiencies?

Call us on +27 10 500 2223 or email [info@roubler.com](mailto:info@roubler.com)

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[www.roubler.com/za](http://www.roubler.com/za)