

Attendance on Demand Core

Time and Labor Management

Time Management

- Attendance on Demand's time engine calculates correct hours and dollars, tracks labor distribution, and provides workgroup validation.
- The engine handles overtime, rounding, premium, shift differential, and holiday rules — ensuring your compliance policies.
- Comprehensive reporting keeps users informed.

Coverage Calculations

- The system uses your formula for determining labor needs — based on your census, sales, rooms, or other factors.
- Coverage calculations then determine the labor needed for each position throughout the day and update your scheduling template accordingly.

Workforce Analytics

- Gain insight into your employee attendance, scheduling, and budget data.
- Real-time dashboards allow you to track actual versus scheduled hours, approaching overtime, planned and unplanned leave, FTE analysis, and more.

Mobile, Including Location Services

Easy Access

- Managers access the system through web-based desktop or tablet-based MSS mobile.
- Employees access the system through web-based desktop or ESS mobile.

Location Services

- Mobile app includes geolocation and geofencing for managing remote and mobile employees.

Collaboration

- Instant notifications and messaging between managers, employees, and teams improve productivity and efficiency.
- Conversations are threaded for ease of use, and all communication is archived for reference and compliance.
- Employee message delivery is available through desktop and mobile apps.

Accruals, Attendance Policies, and Leave Requests

Accruals

- Automate the accumulation of leave time.
- Accrual calculations can take many factors (such as worked hours, seniority, employee status, and more) into consideration to correctly apply and limit different categories of leave.

Attendance Policies

- Automate your attendance policies.
- Points accrue and expire according to your rules, and are visible in the dashboard, timecard, and scheduling filters, as well as throughout the system.
- Employee notification letters can be generated according to your customized templates.

Absence Management

- Fill unplanned absences by automating the callout for replacement workers.
- Use filters to find replacement candidates for the best fit.
- Communicate with the replacement candidates and the selected employee via messaging.

Leave Requests

- Allow employees to request time off through ESS desktop, ESS mobile, or time clocks.
- Managers have key information for evaluating the leave request.
- Approval status is automatically available to the employee through ESS desktop or ESS mobile, or by email.

Roster Scheduling

- Roster scheduling lets you apply schedules to employees on a day-by-day basis.
- Set up repeating schedules through schedule patterns, and print schedule reports for posting.
- Supports manager notes on schedules.

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