



How Ineffective Employee Shift Scheduling Hurts Talent Retention Efforts



The hidden costs of inconsistent employee scheduling

The scheduling process as we know it is broken. Shift-based workers in a myriad of industries have grown dissatisfied with the lack of flexibility, consideration, and transparency regarding the way their work schedules are planned and managed. When preparing schedules, **supervisors usually don't have access to all necessary information**—such as shipping and delivery delays—and are often forced to schedule staff on the fly and without strategic thinking.

As a result, staff members cannot plan their work and personal responsibilities, which leads to **stress, absenteeism and ultimately increased turnover**. In fact, HR managers say extended job vacancies **cost them an average of \$800,000 per year**¹.



Unstable schedules have become one of the top concerns of the modern workplace, so much so that an increasing number of states have **adopted laws enforcing predictive scheduling**. Despite the fast-paced environment and fluctuating customer demand, **managers will be required to post schedules in advance** and pay penalty charges for any subsequent changes. Therefore, robust scheduling solutions that provide both the flexibility and customization are becoming a must-have in the enterprise compliance strategy.

Manual scheduling tools can make labor law compliance messy and ineffective. These antiquated tools might seem user-friendly, but they were **not designed to accommodate the dynamics of the scheduling process** nor the real-time needs of today's fast-paced workplaces.

Example

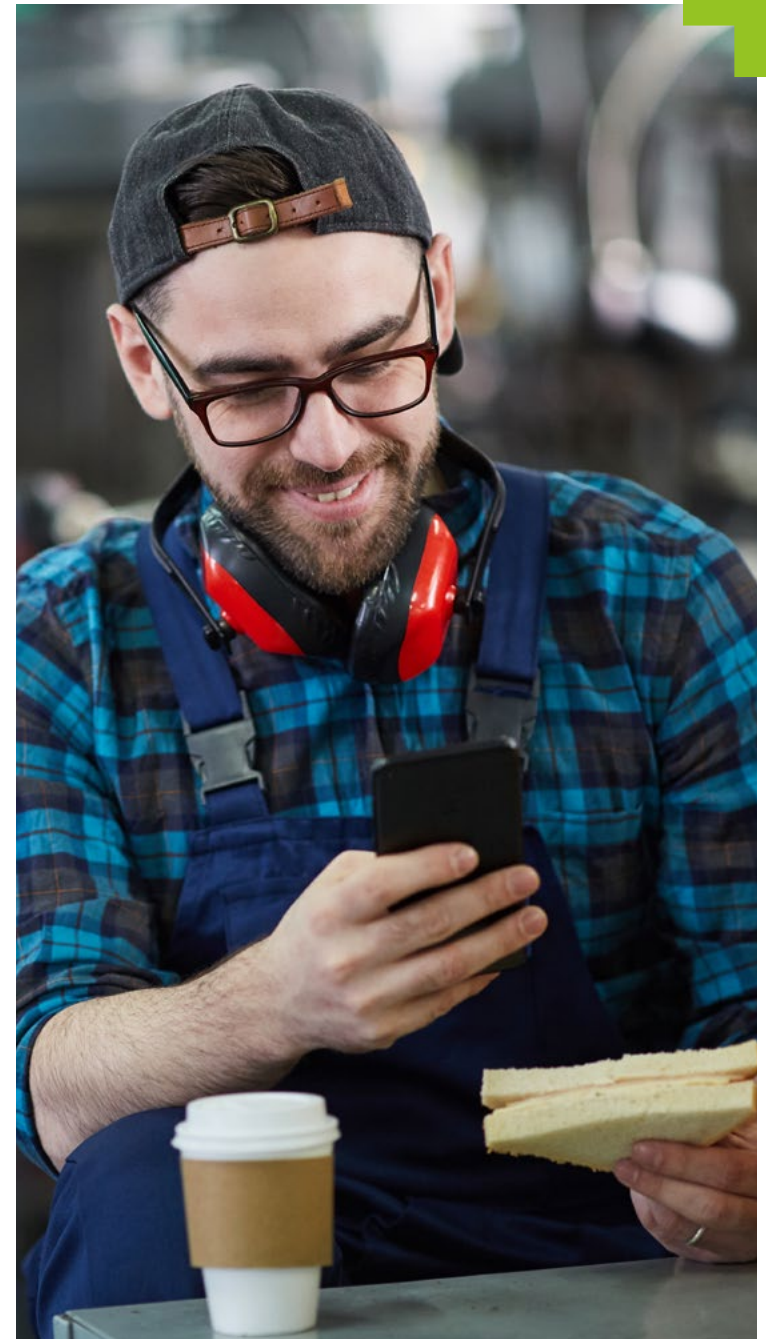
An initial shift assignment can be done fairly easily, but making edits, monitoring conflicts, and updating the staff is not built into the system. Moreover, **employees rarely have an active role in schedule planning** and creation, so their needs are often neglected. For employee shift scheduling to address the needs of business, organizations have to embrace more powerful, innovative technologies.



Moving away from outdated scheduling systems

With scheduling evolving into a critical process—concerning not only operations but also employee satisfaction and labor law compliance—**organizations must make concerted effort to upgrade how schedules are planned, created, distributed and managed.** This dramatic shift might be perceived as challenging. But with the right tools in place, productivity and organization not only improve, real-time control of labor costs, overtime and compliance accuracy become a reality.

Such is the case with cloud-based scheduling systems like TCP's Humanity Scheduling. As the industry's leading mobile-first employee shift scheduling platform for the enterprise, workers and managers across the entire organization have all information they need right at their fingertips. **Staff members can set their availability, apply for open slots, and even swap shifts with their colleagues without supervisor intervention.** This adds much-needed flexibility for employees covering multiple roles and part-time engagements.



TCP's Humanity Scheduling shift templates and automatic shift schedule engine free up time for managers, who no longer need to waste resources on cross-referencing data between multiple spreadsheets to discern conflicts and leave requests. Custom scheduling rules ensure compliance with federal, state and local laws, double-data entry errors are eliminated, and employees' skills and availability are accounted for by default.

Streamlined cloud-based scheduling has a direct positive impact on an organization's bottom line. Using a powerful scheduling platform provides a clear overview of time and attendance, empowering managers with an actionable view of labor and overtime costs, and the ability to prevent over- and understaffing in real-time. This, in turn, contributes to employees feeling their time is being valued, which can improve the level of customer service and reduce turnover in the long-term.

Is it time to level up your scheduling solutions?

Read our blog to learn how you can tailor schedules based on demand with Demand-Driven Scheduling.

[➔ Check it Out](#)

