

HRTECH Outlook

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Top 10 Workforce Management Solution Providers - 2017

In today's global workforce landscape, the growing contingent workers, high attrition rates, stringent government regulatory restrictions, and limited technology to monitor, report, and analyze workforce data have contributed to the declining operational efficiency. In tandem to that, the rising legal, HR, financial and public relations risks creates a ripple effect to the workforce management arena.

Today, to streamline the trivia of human resource department and stay ahead of the fierce competition, organizations are in need of efficient workforce management solutions that can strengthen the relationships between their workers and managers, and successfully increase the productivity and efficiency of the organizations.

Emergence of various technological solutions has been making the tasks of the HR departments less challenging

these days. Along with several federal laws to protect the ultimate employee welfare, the WFM technologies are leveraging hassle-free processes like time management, talent management, workforce forecasting and scheduling. The automation is relieving the managers off their burdens and helping them manage the workplace in a controlled manner.

In this edition featuring the best solution and service provider offering tools and services, we offer you the "Top 10 Workforce Management Solution Providers" in the Workforce Management scenario. Our eminent panel comprising CEOs, CIOs, VCs and analysts including HR Tech Outlook editorial board reviewed and shortlisted the best companies in the domain of WFM.

We present to you the "Top 10 Workforce Management Solution Providers-2017."



Company:
EPAY Systems

Description:
Offers a cloud-based, cutting-edge workforce management solution designed for the hourly, decentralized workforce

Key Person:
Michelle Lanter Smith
CMO

Website:
epaysystems.com



EPAY Systems

Workforce Management for Hourly, Decentralized Workforces

For employers managing an hourly, decentralized workforce, a state-of-the-art workforce management system—like that of EPAY Systems—can make a critical difference. A strategically-designed time and labor management system, one created just for this market, cannot only help employers control labor costs and improve wage and hour compliance, but provide powerful tools and analytics that allow companies to improve operational efficiencies.

This is especially important when employees are distributed across multiple geographic locations. These scattered blue and gray collar workforce has always been the toughest to track, let alone manage well.

However, most traditional time and labor management software is too rigid to capture the complexities of this population. As a result, some otherwise-sophisticated employers still rely on paper-based time and attendance tracking, leaving their organizations vulnerable to time theft and a host of labor compliance pitfalls. EPAY Systems' SaaS-based workforce management solution was developed to fill this gap.

EPAY's flexible cloud-based system can capture the complexities of challenging labor environments, such as those balancing intricate pay rules and union contracts. EPAY also offers a complete, integrated human capital management platform, with modules for recruiting, onboarding,

benefits administration and payroll and tax management as well as workforce management.

"We help employers manage every aspect of human resource management," says Michelle Lanter Smith, CMO of EPAY Systems. "But our specialty is helping employers manage the hourly, decentralized workforce in ways that haven't been done before."



Michelle Lanter Smith

EPAY's flagship time and labor management software offers a range of patented data collection technologies. Employers can freely mix and match them for various work environments, allowing them to track 100% of their workforce. This includes biometric time clocks that employ cutting-edge facial and fingerprint recognition, the most effective way to prevent buddy punching, a rampant form of time theft.

It also includes EPAY's mobile time tracking app, which not only offers GPS verification, but advanced features such as facial recognition—utilizing the employee's own smartphone camera!—and geo-tracking, which automatically records a mobile employee's GPS coordinates throughout the day. EPAY also offers more conventional telephone time tracking (IVR) and online time tracking options.

EPAY's dashboard gives field managers a toolbox of powerful workforce management solutions, including integrated employee scheduling software (which, among other things,

flags unintentionally scheduled overtime) and labor budgeting software (which allows companies to invoice and bid on jobs with unparalleled accuracy).

One of EPAY's most popular features is real-time alerts, which gives managers immediate visibility into what's happening in the field. Managers can elect to receive proactive texts and emails when a variety of things happen (or don't): if an employee fails to clock in as scheduled, if there are too few employees on shift, if a worker is about to hit overtime, etc.

In addition, EPAY's time and labor management system gives employers easy access to key data and analytics regarding workforce performance, yielding valuable insights that allow them to address problem behaviors and improve operational procedures. Employers cannot only track tardiness, absenteeism and extended meal breaks with ease, but filter data by worksite, shift and manager, so they can pinpoint high and low performing areas.

For all these reasons, EPAY is the leading provider of workforce management software for medium and large employers with an hourly workforce. EPAY serves leaders in the janitorial, staffing and construction industries, not to mention the Department of the US Army. In short, EPAY is committed to developing innovative workforce management solutions that allow employers with an hourly, decentralized workforce to operate more profitably and efficiently in highly-competitive markets. 