



INDEAVOR

5 Shift Scheduling Challenges in Manufacturing (And How to Overcome Them)

Guide

Intro

In today's competitive labor market, manufacturers across the globe are looking for solutions for common, predictable workforce management challenges. Employee scheduling and absence management are known issues within the manufacturing workforce that have become more prominent with the increased need for production and narrowed labor margins.

Manufacturing organizations that want to survive and maintain a competitive edge amidst current environment woes must address their biggest challenge now. But what are some of the top challenges in the manufacturing industry for shift-based organizations, and how can you overcome them?

We've put together this guide of the top five scheduling challenges in manufacturing environments, and how to overcome them.



CHALLENGES

In manufacturing, challenges are catalysts for innovation. But, in order to overcome them, you must first have a deep understanding of their causes.

#01

EMPLOYEE TURNOVER



It's no secret that a lot of companies are having a difficult time retaining their top employees. One report suggests that a turnover rate of close to 19% can be expected in many industries. SHRM estimates that the average cost-per-hire for a new employee is \$4129.

Today, workers hold more power than they ever. There are numerous companies that know that their employees will jump ship if they fail to take care of them. However, these same companies are hesitant to increase their overhead costs to do so.

With so many skilled workers looking for the next opportunity to meet their needs, manufacturers need take a proactive stance on retaining them. That means paying attention to their schedules to offer a healthy work-life balance. Infringing on employees' work-life balance, or asking them to cover shifts last minute, can dampen morale significantly and increase chances of leaving.

#02

SHIFT COVERAGE

Another major challenge that shift-based organizations must overcome is missed shifts. One of the biggest reasons why employees are often asked to pick up additional shifts last minute is that employees are getting sick, and going anywhere under the weather is taboo.

It is not exactly a secret that the coronavirus pandemic has had a significant impact on individuals, families, and businesses of all shapes and sizes. If someone is diagnosed with the virus, they cannot risk exposing other people.

As a result, companies are forced to scramble to find employees to cover their shifts. This has a serious impact on employee morale, and it could increase the employee turnover rate.



#03

HIRING SKILLED WORKERS

Businesses are having a difficult time hiring the right employees. The problem is two-fold.

1. There are a lot of people who are still hesitant to return to the workforce, as many of them have discovered it's more beneficial for them to work for themselves.

2. There is a lot of competition for top talent.

Shift-based organizations need to do everything they can to make their company as attractive as possible.



#04

MANAGING LABOR COSTS



According to a recent study by Deloitte, the typical Fortune 500 company is overspending \$30 million dollars each year on labor costs.

The study also found that on average, companies spend between \$1 billion and \$2 billion on labor costs per year, which is nearly 60% of their overall operating expenses.

One of the biggest sources of increased labor costs is inaccurate schedules. This could include scheduling too many people to work a shift or too few, both will cause an organization to lose money over time.

They also pave the way to larger problems associated to challenges in manufacturing such as inaccurate forecasting of labor costs and poor budget planning.

#05

PLANNING WEEKLY SCHEDULES

Planning weekly schedules is one of the biggest challenges facing the manufacturing industry. While a lot of variables contribute to this challenge, it's important to know the main issue: a huge disconnect between antiquated methodology to manage schedules and people who refuse to implement technology to help improve it.



SOLUTIONS

Even though these challenges are substantial, there are ways manufacturing companies and other shift-based organizations can overcome them. With a strong staff scheduling tool, organizations will be able to increase transparency, save time, and reduce overhead expenses.

We've listed out the benefits of a strong scheduling tool, and how they help overcome the shift schedule challenges:

#01

SAVE TIME

One of the main benefits of this tool is it helps save a significant amount of time. Think about how long it takes you to manage the employee schedule by hand. Wouldn't your time be better spent elsewhere?

If you use an automatic scheduling tool, you'll have an easier time developing their weekly schedule. This allows you to spend your time on more important issues that could help to increase employee retention rates, and further reduce overhead expenses.



#02



BOOST TRANSPARENCY

Transparency is critical when it comes to employee engagement, which we know is directly tied to productivity. Organizations need to increase transparency if you want to encourage your employees to stick around.

A lot of employees get very frustrated when they don't understand or have visibility into how the weekly schedule is being made.

If you use an automatic scheduling program, employees will be able to see why they are being scheduled to work certain hours. Then, you can boost employee morale, reduce your turnover rate, and keep your overhead expenses to a minimum.

#03

RETURN POWER TO EMPLOYEES

Today, employees want to feel like they're in control of their place at work. They want to feel that their voice is heard.

If you want to give more power to your employees and encourage them to stick around, you should consider using an employee scheduling software tool.

Employees can be given access to this tool, and they can swap shifts among themselves within the parameters you set.

That way, you don't have to worry about asking your manager to approve every shift change request that comes through. Thus, giving power to employees to control their own schedules. This will increase in higher engagement and satisfaction.



#04

BOOST PRODUCTIVITY

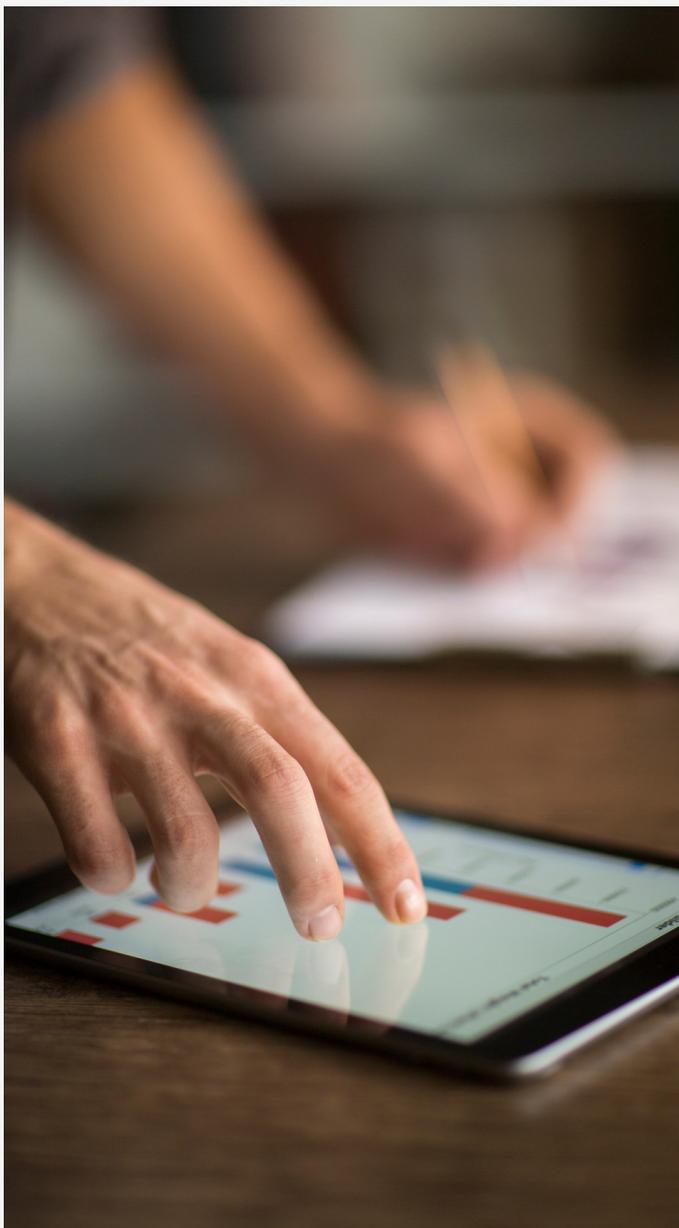


If you use an employee scheduling tool, you can increase productivity. With a scheduling tool, you can ensure the right people, with the right skill sets, are set in the right position. Utilizing this tool can also improve employee morale, further boosting productivity.

You'll also reduce the number of grievances filed, which helps reduce employee turnover rates. When you don't have to spend as much time hiring new employees and training them, you will have an easier time meeting your deadlines.

#05

ENSURE ACCURATE REPORTING



Finally, in the manufacturing industry, there are specific rules and regulations that need to be followed. You must report information on your employee hours to the relevant regulatory authorities.

It's very timely to add up these hours by hand, but if you have an employee scheduling tool, you don't have to create reports manually, which are prone to human error.

With a scheduling tool, can simply generate a printout of all of your employee hours, and use it to ensure you are in compliance with all rules and regulations, fine-tune your business strategy and be able to maintain a competitive edge in the market.

Conclusion

- #01 — ***Save time** while increasing efficiency through the implementation of advanced scheduling automation.*
- #02 — ***Boost transparency** by adopting automatic scheduling programs to enhance employee engagement.*
- #03 — ***Return power to employees** by implementing employee scheduling software, enabling them to have greater control over their schedules and lives.*
- #04 — ***Boost productivity** through employee driven tools that help align skills, roles, and morale.*
- #05 — ***Ensure accurate reporting** by employing a scheduling tool that automates data, therefore reducing errors.*

We know the number of challenges facing manufacturing companies today. A lot of these challenges can be addressed if you make it easier to handle your employee schedules. At Indeavor, we can help you save a significant amount of money on your average labor expenses, freeing up valuable time that can be spent elsewhere. We have a structured, system-driven methodology to help organizations achieve material, sustainable benefits.



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