

A Leading Dairy Manufacturer Reduces Overtime Costs

Case Study

OVERVIEW

A leading dairy manufacturer, based in Wisconsin, operates a single site with a 24/7 production schedule. Employing a mix of direct and indirect labor across various shifts, the facility relies on frontline supervisors to manage scheduling for diverse employee groups, ensuring production demands are met while controlling labor costs.

THE CHALLENGE

The dairy manufacturer struggled with excessive overtime (OT) costs and inefficient scheduling processes, leading to:

High OT Expenses

Limited visibility into OT distribution resulted in over 2,600 OT hours in May 2024, costing \$107,240, with uneven OT allocation across jobs, employee groups, and shifts.

Supervisor Overload

Frontline supervisors and the plant's scheduler spent excessive time on manual scheduling - leaving little room for strategic improvements and contributing to operational inefficiencies.

Employee Friction

Manual OT sign-up processes caused disputes among employees over fairness, impacting morale and engagement.

HOW INDEAVOR HELPED

Indeavor's purpose-built workforce management solution delivered actionable insights and streamlined operations:

Data-Driven OT Insights

Indeavor provided detailed OT metrics (ST vs. OT ratio, OT by job, employee group, labor type, and shift), enabling the manufacturer to identify and address OT concentration.

Automated Scheduling

Indeavor's platform reduced manual scheduling time for frontline supervisors, allowing them to focus on operational improvements rather than administrative tasks.

Improved OT Sign-Up Process

The Engage App enabled digital OT sign-ups, reducing friction by limiting visibility into who signed up, fostering fairness and boosting employee satisfaction.

Real-Time Visibility

Leadership gained access to real-time OT tracking, supporting better staffing decisions and laying the groundwork for broader workforce improvements.



150+



U.S.A



Food Manufacturing

RESULTS

52%

Reduction in monthly overtime hours

\$56,000

Decrease in monthly overtime spend

