



Workforce Optimisation in the Warehouse

Delivering an effective workforce for your warehouse



ModernLogic

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Transform your warehouse operations



Challenges facing warehouse operations



A truly integrated solution for the modern warehouse and workforce



What can workforce management tools do for you?



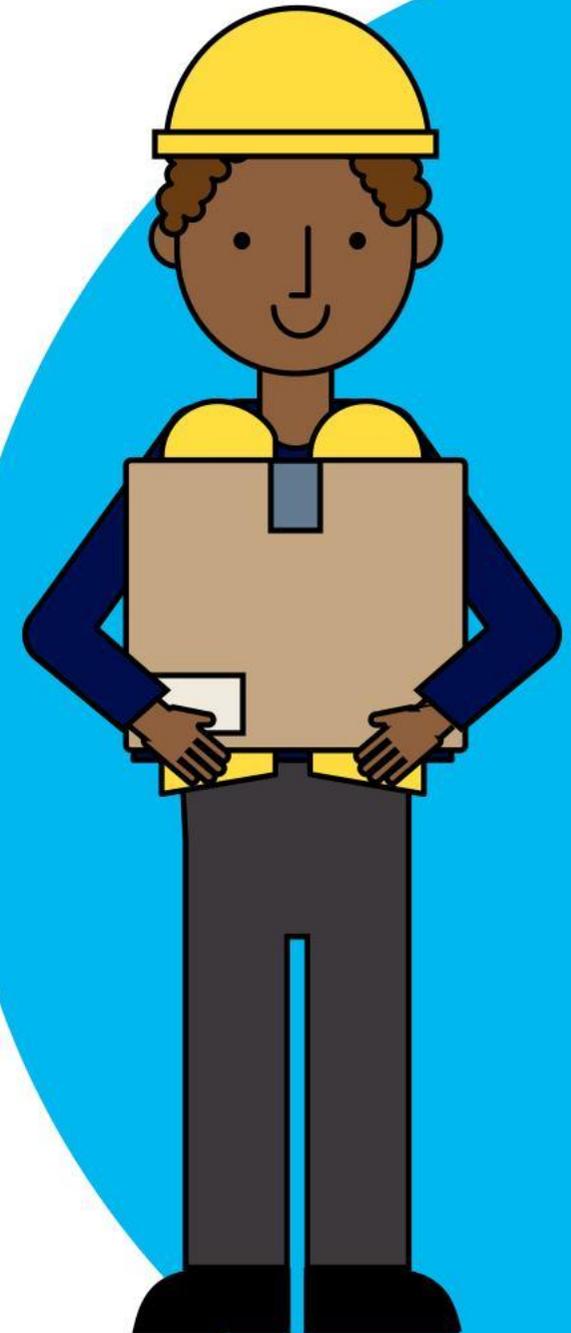
Workforce management in the warehouse

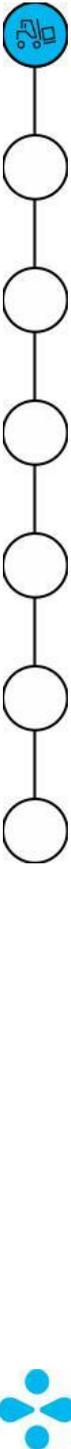


Labour management in the warehouse



Why Blue Yonder?





Transform your warehouse operations

Work in the warehouse is changing rapidly. Fulfilling e-commerce demand direct to consumers, shipping smaller, more frequent orders to customers, and integrating robotics and advanced automation mean there is no more “business as usual”.

Today, distribution managers don't have time to create manual work schedules that are obsolete by the time they're finished and result in inefficient use of increasingly expensive labour. Managers need new tools that automatically match labour to work requirements as the work changes over the day and week.

Blue Yonder Warehouse Management Systems deliver real-time transaction processing, optimised storage and selection strategies, directed task management, and integrated labour standards.

Blue Yonder named a Warehouse Management Systems Leader

Optimise warehouse operations from storage to profitability and much more.

[View Gartner Magic Quadrant](#)



Worldwide, warehousing operations cost companies about **€300 billion** each year, and that amount is growing as global supply chains and the prevalence of e-commerce lead to greater complexity.

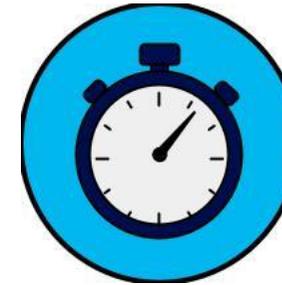
Blue Yonder Warehouse Labour and Workforce Management expertise can help you transform your warehouse operations.

Toughest challenges companies face relating to the management of a workforce for warehouse / distribution centre (DC) operations



45%

Controlling labour costs



57%

Increasing workforce productivity

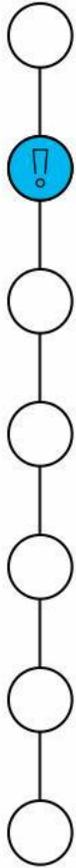


62%

Finding and keeping qualified / skilled / dependable workers

“The turnover rate for warehouse workers, according to the Bureau of Labour Statistics, is

36%”



Challenges facing warehouse operations

Historically, a workforce management (WFM) project was seen as a cost saving initiative with a corporate lens. Whilst this is still a key driver, today's emphasis has also shifted toward the employee as the focal point. Warehouse Labour Management (WLM) focuses on coordinating activities with the warehouse, measuring and optimising performance. The combination of WFM, and WLM means that businesses will have a deeper understanding of the workload in the warehouse, enabling better staff planning/forecasting to meet demand and improved coordination/execution when staff are at work.

Retaining skilled employees reduces recruitment and training costs and provides a competitive advantage in the war for warehouse talent. As the demand for e-commerce distribution capacity increases across warehouses worldwide and we remain in the midst of global pandemic, a joined-up workforce and warehouse management approach, will help warehouse operations tap into crucial cost savings.



Mobile Enablement

- Real-time mobile access to schedules and worked time
- Manage availability & holiday
- Pick up available shifts & request to swap shifts

Demand Planning

- Demand Forecasting
- Workforce Modelling
- Mid & Long Range Planning

Staff Scheduling

- Match the right cost, contract and person.
- Maximise available workforce across departments and sites
- Automatically advertise and fill available shifts to the staff matching the required skill level/cost via mobile
- Ensure compliance with employment laws and corporate policy

Performance Management

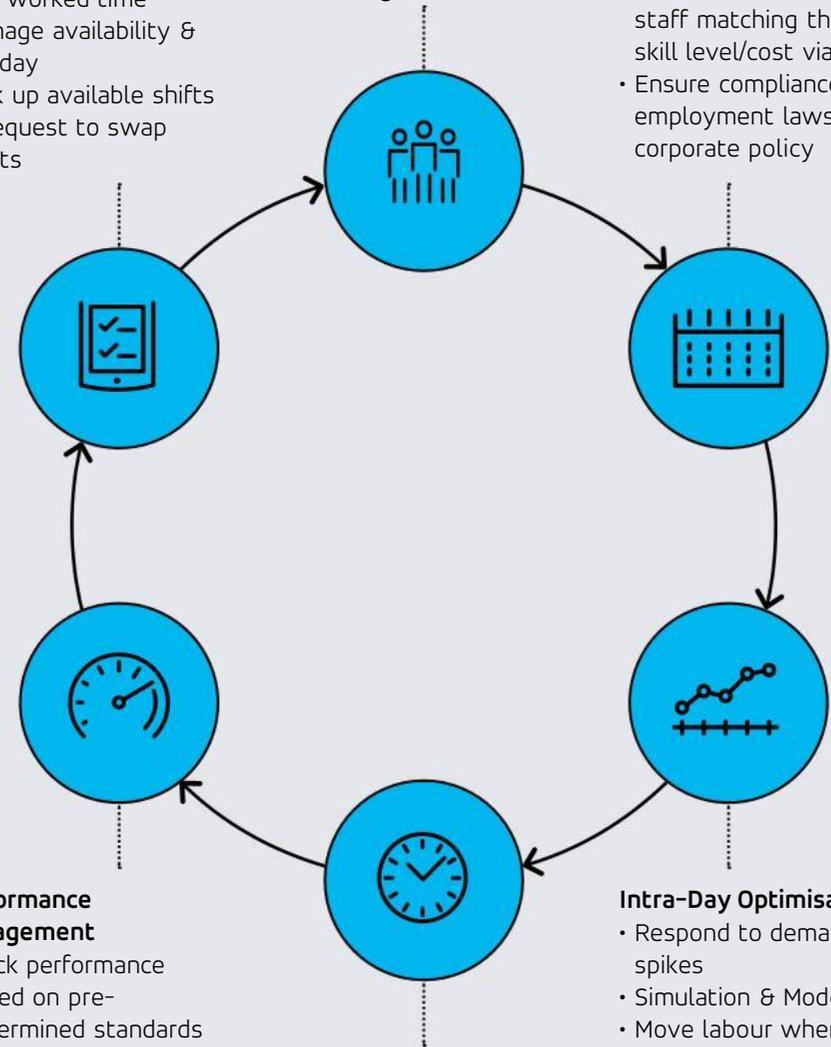
- Track performance based on pre-determined standards
- Identify improvements and ongoing opportunities
- Preferred methods coaching

Time & Attendance

- Ensure payroll accuracy
- Exception driven
- Flexible clocking

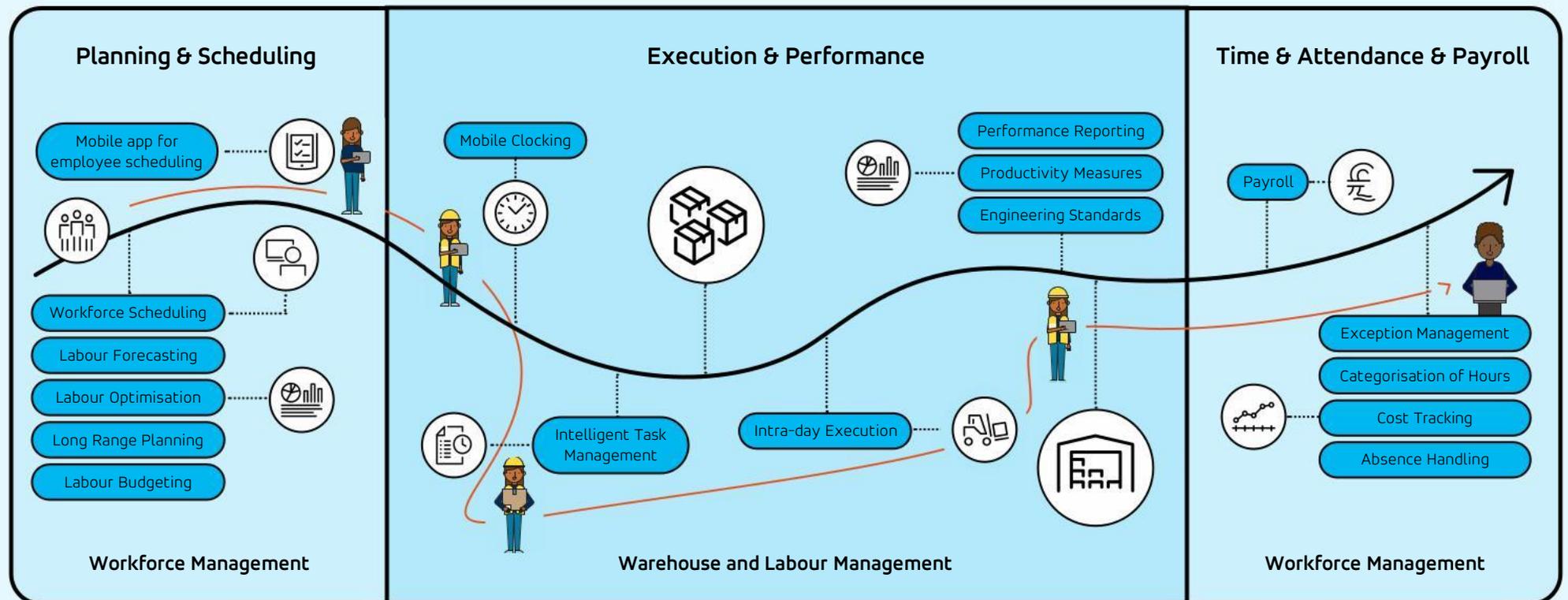
Intra-Day Optimisation

- Respond to demand spikes
- Simulation & Modeling
- Move labour where it's needed



A truly integrated solution for the modern warehouse and workforce

The first of its kind integration of Blue Yonder's workforce management, labour management and workforce management with mobile capabilities is the right solution for today's dynamic supply chain and workforce cultures. It uniquely optimises planning and scheduling the right workforce together with optimising the work they perform. It helps industry leaders to create high performance environments supported by highly motivated and engaged workforces. This integrated solution helps companies solve their two biggest challenges: thriving in the digital economy and attracting, motivating and retaining the millennial workforce.



What can workforce management tools do for you?

The benefits of a cloud-based, dynamic workforce management solution



Scheduling

Create simple short-term schedules that align with complex long-range forecasts which are easily optimised for minimised downtime and increased revenue.



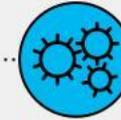
Lifestyle flexibility

Enable employees to post and swap their own shifts, claim shifts and enter availability, while managers oversee and approve or reject — all from their own mobile devices.



Labour law compliance

Establish set parameters that ensure your schedules account for all relevant regulations, and avoid costly mismanagement.



Long-term workforce forecasting

Evaluate your employee needs in the medium and long term based on forecasts and staffing needs.



Alerts

Receive alerts if schedule changes conflict, with constraints such as allowable hours per cycle, and many other parameters.



Manage volatility

Give your manager tools to enable them to quickly and intelligently ramp their workforce up and down so that schedules align to changing business demand and is voluntary for the staff.



Labour management

Assess the most efficient way to complete each task and sub-task.



Proactive time management

Digitise, optimise and simplify employee scheduling to save money, boost productivity, and free up managerial time.



Labour cost control

Flag excessive costs, such as overtime, that require supervisor resolution.



Self-service features

Empower employees to request manager-reviewed shift-swaps and time off via personal mobile devices, anywhere.



Workforce management in the warehouse

Blue Yonder Workforce Management takes a holistic approach to managing workforce diversity, solving the planning and scheduling challenges of today's hectic, fast-changing distribution environment. Using a vast store of historical labour data and machine learning techniques, augmented with input on current demand factors such as promotions, events and weather, the system provides the industry's most accurate forecast of both long-term labour demand and short-term labour needs.

This information feeds the sophisticated scheduling engine which considers the fixed and flexible schedule needs of each associate. This not only precisely matches schedules to fluctuating labour demand, together with mobile-enabled schedule management, it also improves associate satisfaction and retention, a critical success factor in the transition to the flexible scheduling demanded by the millennial workforce.

Up to
15%
increase in
productivity

Up to
20%
decreased
involuntary
turnover

Up to
50%
less training time
required

Up to
60%
decrease time sheet
correction costs

Up to
8%
boost for resource
utilisation

Up to
6%
improved staffing
and scheduling

Up to
25%
increase in employee
engagement

Up to
60%
reduced labour
violations

Up to
50%
reduction in
administrative
costs

Up to
10%
reduced labour
expenses

Employee Engagement

Improved productivity,
reduced turnover, lower
training costs

Labour Compliance

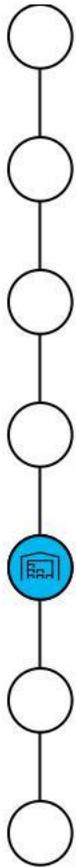
Staff for store needs with preset
parameters and empowered managers
considerably reducing labour violations

Optimised Scheduling

Optimised scheduling and forecasting
tools enable managers to direct energy
into proactive workforce management

Cost Reduction

Reduce labour costs
with improved workforce
planning aligned to demand



Labour management in the warehouse

Labour management in the warehouse is made easy thanks to Blue Yonder's integrated labour management, part of Luminate Logistics.

Organisations can gain granular visibility of their warehouse workforce with Blue Yonder Labour Management. The solution also provided insight into the productivity of the workforce. It guides organisations to define best practices and performance expectations, track warehouse activities to enhance employee accountability, and empower supervisors to effectively mentor their teams.

Through dashboards and alerts, Labour Management enables management to be always aware of how operations are running and when opportunities are arising. Supervisors can address issues during the day through observations and coaching sessions. Associates benefit by having standardised processes and awareness of performance throughout the day, and job recognition.

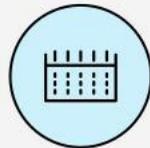
[Learn more](#)

Key features of Blue Yonder Labour Management



Performance Management

Measuring performance and ensuring compliance with regulations and work rules is central to workforce management. This area includes tracking indirect time, attendance, quality and safety, as well as calculating incentive rewards, enabling the creation of standard methodology for associates.



Resource Planning

Long-term planning to review and plan for future headcount requirements to ensure the right number of workers with the right skills are available exactly when needed to fulfill demand. Forecast resource needs and balance across operations. Intra-day planning enables visibility into concerns before becoming issues.



Labour Optimisation

Timely assign and reassign workers to priority work areas and functions based on order flows, deadlines, skills and cost considerations. Effectively schedule each week, day and hour based on current demand, events, weather, types of automation an associate preferences.



Incentive and Reward

Keep team morale high with incentives and instill quality standards. Create employee report cards, calculate incentives, and perform observation management. The solution is designed to Integrate incentives and reward with payroll systems.

Labour Management Dashboards



Why ModernLogic?

- ModernLogic is the preferred Software and Technical partner for Blue Yonder providing Sales, Implementation and Technical Services on behalf of Blue Yonder
- Our specialism are BY WMS products. Our team knowledge is not diluted by nother offerings not related to WMS
- We have a strong Dispatcher WMS team based on 30+ expert resources
- We are flexible with our Customer Experience Processes. We use Agile or/and Waterfall Project management approaches depending on circumstances and customer's preferences
- We support and develop on premise, cloud & BY cloud. We integrate with many ERPs and middleware systems and we bring independent advice to the table
- ModernLogic strategy revolves around customer advocacy
- ModernLogic believe we have an attractive commercial proposition, we are flexible, realistic and very competitive
- We work very closely with our customers to achieve maximum value and efficiency

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