Workforce Dimensions and SYRG

Features/Benefits

» Increase shift coverage and control overtime

» Automatically fill open shifts with the right worker

» Improve employee engagement and reduce turnover by offering schedule flexibility

» Achieve immediate ROI with performance-based pricing

» Extend your workforce: Leverage former workers to pick up shifts on an ad-hoc basis

Every aspect of the **Workforce Dimensions**™ solution — the underlying architecture, integration, user experience, functionality, data access, delivery, and support — is designed to help you optimize your people. Powered by the industry-first **Kronos D5**™ **platform**, Workforce Dimensions provides a breakthrough employee experience and an unprecedented level of operational insight into your workforce management practices. Whether your goals are to increase productivity, improve compliance, control labor costs, or achieve better business outcomes, Kronos® provides the technology tools you need to manage your workforce of the future, today.

As the enterprise leader in workforce management applications, Kronos understands the need for strong integrations between software applications. That's why we've built a robust developer portal with access to our API layer. The Workforce Dimensions Technology Partner program is designed to facilitate this interoperability and drive business results.

SYRG and Workforce Dimensions have combined to help customers solve some of their biggest challenges: understaffing and open shift management. SYRG is on a mission to deliver 100 percent shift coverage and complete overtime control. Employers managing a combined workforce of more than one million employees use SYRG to build and access a flexible, on-demand workforce.

How SYRG Works

SYRG is a flexible work program designed around open shifts, making it simple to automatically fill open shifts — even last-minute ones — with the right employee for the job. With customers spanning the retail, hospitality, and contract services industries, SYRG has a proven value of over $2,000 per employee per year in incremental revenue and labor cost savings, calculated by helping employers cover more than 90% of their open shifts.

Key to SYRG's ability to achieve 90%+ shift coverage are proprietary algorithms that minimize costs, comply with union rules, reward high-performers, and achieve organizational goals. Rigorous analyses by enterprise customers have proven direct labor cost savings, administrative cost reduction, increased revenue, and happier managers and employees.
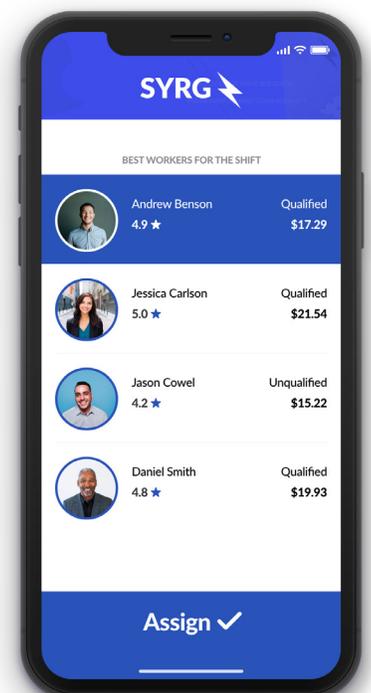
SYRG also offers performance-based pricing options for an immediate return on investment. Customers can choose to pay only for shifts SYRG successfully fills instead of a subscription payment model. SYRG provides detailed analytics and reporting to make ROI justification simple.

Imagine if you could automatically fill 100% of open shifts

When you know that every time you request an Uber, one will show up, you stop worrying about scheduling in advance. What happens when you're guaranteed a qualified, energized worker when you request one, even at the last-minute?

This is the future of hourly work, and companies that use SYRG will be the first to build their trained, engaged, on-demand workforces. With SYRG and Workforce Dimensions, you're taking an easy first step towards a future of hourly work that fundamentally transforms your operations and radically improves the lives of the workers who sit at the heart of your brand.

Automate shift filling while complying with workplace rules

SYRG research shows that nearly 15 percent of scheduled shifts need to get reassigned due to absenteeism, vacations, or unexpected demand. Shift swaps and open shift boards often waste time for managers and lead to staffing mistakes or unfilled shifts.
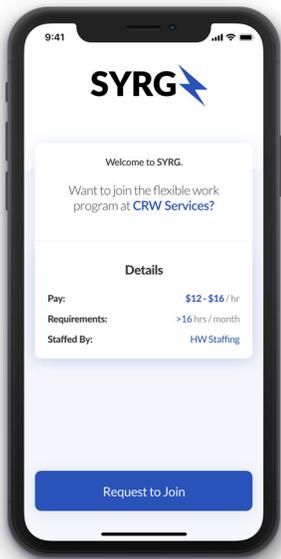
SYRG doesn't just automatically fill shifts; we maximize ROI with every shift we fill. This is made possible with our powerful integration with Kronos Workforce Dimensions and our proprietary algorithms. SYRG can create custom algorithms to easily handle union contracts, complicated overtime rules, different skills/certifications/positions, multiple locations, and more.

Increase Employee Engagement

Hourly workers love SYRG. It enables them to pick up shifts that fit their schedule and lifestyle. For example:

- Claudia is able to pick up 24 hours of shifts using SYRG every week, while accommodating her caregiving schedule at home

- Bernard can balance multiple jobs with erratic schedules, using SYRG to pick up shifts that meet his changing availability

With 80% of hourly workers living paycheck to paycheck, SYRG empowers workers to take control of their work schedules and financial well-being.

Easy setup

SYRG setup is so fast and easy, it can be completed by a site manager in under an hour. Customers are guided through the onboarding and setup process by an SYRG expert via video call and can fill their first shift using SYRG in no time. No training is required for employees — and no app needs to be downloaded.

High-quality support

Support for administrators, managers, and employees comes standard with SYRG. Dedicated support for larger enterprises is also available.

Implementation and scalability

Organizations can pilot SYRG at one site, test across a region, or launch to hundreds of sites without building a massive internal project management team to support roll-out.

Security, privacy, compliance

Customers interested in ensuring their vendors adhere to the strictest security standards can request and review SYRG's SOC II audit. SYRG will be GDPR compliant by 2020.

For more information, visit **www.syrghq.com**.

kronos.com