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## Optimize your warehouse workforce with **Labor Management**

Are volatile demand and increasing consumer expectations making it difficult to predict staffing needs? Are your supervisors struggling to spend more time on the floor and be less tethered to their PCs? Do you have problems accurately assessing performance levels?

**“We worked with Manhattan to review operations from top to bottom as we prepared to implement Labor Management and started seeing significant improvements even before the software was installed.”**

— Cost Plus World Market

Effectively managing your warehouse workforce can be challenging—and expensive. Labor typically represents 50-75% of total warehouse costs. With [Manhattan’s Labor Management solution](#), your warehouse can be more productive with the workforce you have, or you can find new ways to cut costs. Our solution has a proven track record for reducing labor costs while decreasing employee turnover by rewarding efficiency, quality and safety.

Labor Management works by delivering specific standards for each activity within the operation. Then, the actual times for task completion by an associate or team are monitored in real time and compared to the standards. By using the solution to determine pay incentives based on performance, you can increase retention, maximize productivity and reduce costs. Automatic adjustments for load size, shift length and training keep standards fair. With Labor Management, you can:

- **Define a performance standard** for any warehouse task based on historical throughput, reasonable expectations or activity-based engineered standards
- **Forecast staffing requirements and optimize schedules** based on employee availability, qualifications and historical performance by job and shift
- **Plan and monitor work in progress** with easy-to-use reports and tabular screens
- **Project the number of hours** necessary to complete outstanding and planned work and calculate the optimal balance of regular, overtime and temporary help needed
- **Calculate incentive pay** to reward high performers and seamlessly interface pay calculations to your payroll system
- **Leverage the most flexible reporting capability in the industry**, which provides the ability to create reports based on job function, supervisor shift and a myriad of other variables

Inventory Optimization

Transportation Management

Distribution Management

Order Management

Store Inventory & Fulfillment

Planning

supply chain **commerce** delivered™

 **Manhattan**  
Associates.

# Labor Management

**Record** all activities while an employee is on the clock and integrate with time and attendance systems

**Monitor** performance levels in real time

**Provide** visibility to fair performance targets

**Define** performance standards based on historical performance, reasonable expectancies or engineered standards

**View** workload across functional areas and zones

**Measure** actual productivity against expected performance

**Calculate** pay-for-performance data

**Accept** a variety of labor standards including MOST, MSD, and Time and Motion

**Provide** reports on productivity based on supervisor, employee, warehouse or team performance, and many others

**Adjust** performance calculations automatically to account for heavy loads, lengthy shifts or training periods

**Forecast** staffing requirements

**Optimize** employee schedules

**Plan** overtime, regular and temporary labor usage based on estimated demand

**Improve** labor efficiency and reduce overtime costs despite seasonal fluctuations

**Collect** employee performance data and determine labor requirements

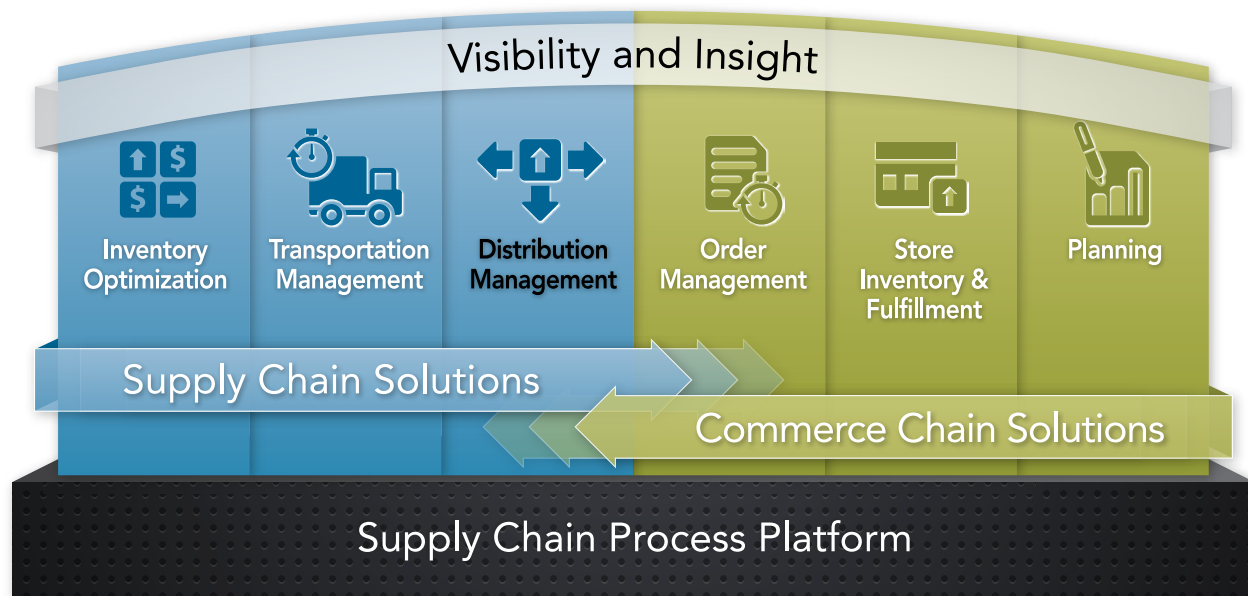
**Align** hourly pay rates and incentives with performance results

**Export** gross and incentive pay data to calculate taxes and generate paychecks

## Manhattan **SCOPE**® Distribution Management

Supply Chain Optimization...Planning through Execution

**Labor Management** is part of Manhattan Associates' **Distribution Management** suite of solutions, which helps companies increase product velocity, customer service, collaboration and warehouse efficiency across the enterprise.



- Warehouse Management
- Slotting Optimization
- **Labor Management**
- Supplier Enablement
- Hub Management
- Billing Management

Learn more about Manhattan Associates and our solutions:  
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