



## Time & Incentives

Time & Incentives, an integrated module of RedPrairie's® Workforce Management suite, extends the effectiveness of traditional labor management systems by integrating time and attendance data and gross pay calculation capabilities. This provides a seamless view of worker activity from the time they arrive until they leave, including all indirect time, for more effective workforce management. It also makes incentive plans and other performance programs more accurate, fair and easy to administer by automating gross pay calculations using accurate work data and company pay rules. Incentive pay programs typically improve labor productivity 5-20 percent above what is accomplished with labor management systems alone.

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### KEY BENEFITS

- Improves productivity 5-20%
  - Reduces indirect time
  - Tracks time & attendance in real-time
  - Real-time enterprise labor data supports better decision-making
  - Timely, accurate data collection and ease of administration make incentive programs possible
  - Reduced IT workload and costs
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Time & Incentives elevates traditional labor management capabilities to provide a total workforce management environment where all aspects of workforce performance can be monitored and managed. The result is more effective workforce management and higher performing workforces.

## Capabilities

Time & Incentives is a functionally-rich time & attendance and incentive pay calculation module deployable with RedPrairie's Workforce Management suite. It provides all of the functionality of traditional time & attendance systems fully integrated to labor management processing. It uses the time and labor data to compute gross pay to be passed to payroll systems for payment. It includes the following capabilities:

- **Time & Attendance Tracking** - Data is collected from multiple sources, including time clocks and online screens. E-mail notification is sent to the supervisor if a scheduled worker does not clock in. Time may be allocated to multiple jobs and user groupings.
- **Leave Accounting** - Paid-time-off accruals and usage are tracked and viewable real-time.
- **Gross Pay Calculation** - Gross pay calculated from detailed time data is automatically collected through workforce operations and user-defined pay rules. E-mail alerts are sent when worker gross pay exceeds user-defined limits.
- **Real-Time Visibility** - Pay calculation results are viewable online for adjustments and approvals. Retroactive pay is calculated, where necessary, and sent to payroll.
- **Payroll Interfaces** - Gross pay results can be easily interfaced to multiple payroll systems and service bureaus.

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## About RedPrairie

RedPrairie delivers productivity solutions to help companies around the world in three categories—inventory, transportation and workforce. RedPrairie provides these solutions to manufacturers, distributors and retailers looking to reduce cost, increase sales and create competitive advantage.

With over 20 global offices providing services to over 34,000 sites in 40 countries, companies trust RedPrairie inventory, workforce and transportation solutions to deliver an immediate increase in productivity—with the flexibility to adapt as business needs change.

At RedPrairie, we understand today's operational demands and we're committed to delivering solutions that work. We're committed to delivering solutions for the real world.