



# Value Accelerator

Modern Workforce Management Business Case  
for European-Based Manufacturers

# The Power of the Modern Workforce

The manufacturing industry in Europe has experienced significant changes in the last few years, accelerated by rapidly evolving customer demands, growing expectations for enabling workplace technology, complex scheduling regulations and a renewed focus on employee engagement. Tap into the power of your people by leveraging digital workforce management solutions to help ensure your organisation can operate with greater agility.

## How Are You Reimagining Your Manufacturing Operations When Faced With These Industry Trends?



### Critical Need for Strategic Workforce Technology

42% of European employees believe their employer lags in adopting the latest technology like workplace experience or process automation tools. 24% noted the quality of technology software and devices as a leading contributor to those seeking alternate employment.<sup>1</sup>



### Complex Compliance Requirements and Penalties

As of Dec. 2024, European employers must establish a system of record for the duration of time worked—non-compliance results in severe penalties.<sup>2</sup> 63% of manufacturers say industry compliance is one of the main benefits of modern workforce management technology.<sup>3</sup>



### Strong Engagement Improves Productivity and Profitability

Better employee experience is crucial for retaining skilled workers and can improve productivity. Highly engaged teams see a 78% reduction in absenteeism, 21% less turnover for high-turnover organisations, and increases of 14% in productivity and 23% in profitability.<sup>4</sup>



### Growing Demand for Flexible Scheduling

Deskless workers increasingly expect their employers to offer flexible working arrangements, such as flexible shifts, shift swapping and split shifts. 82% of manufacturers plan to invest in new scheduling technology in the next 3 years.<sup>3</sup>

“

85% of manufacturing leaders said they understand the importance of investing in new workforce management technology to aid the learning and development of their deskless workforce in the next one to two years.”

— *“The State of the Manufacturing Workforce in 2024 and Beyond”*

## Make the Case for Change

This Value Accelerator has been developed for European manufacturers who are building a business case for purchasing a modern workforce management solution. See what customers and analysts are saying about the value WorkForce Software brings—and review data-driven results from manufacturing customer implementations—to help make your decision to invest in our solutions the clear choice.

# An Urgent Call to Action for Employers to Improve Employee Experience

Manufacturers are struggling to retain and attract skilled production workers. This is a result of an ageing workforce, fewer younger workers entering manufacturing roles and a climbing employee turnover rate. Employers are evaluating how to better engage and support their hourly frontline workers. Implementing new workplace tools and practices that address deskless workers' overlooked needs is key.

The **Third Annual Global Employee Experience Study** provides an analysis of perceptions on the importance of employee experience aspects resulting from surveying employees and managers, including a focus on hourly shift workers.

Over the last three years, our study findings have shown increasing alignment in perception by employers and employees on the ability to deliver capabilities that create a good employee experience.

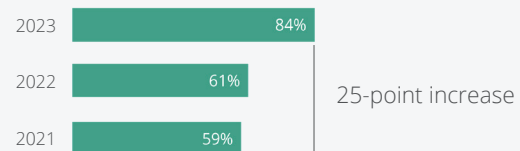
When we home in on the changing perception of employees year over year, the results further reinforce the significant importance of these elements for employees. For instance, the overall percentage of employees who recognise the importance of flexible scheduling has increased by twenty-five points.

Despite this growing demand, employees often have limited access to view their schedules. Sixty-three percent report they don't receive their schedules more than a week in advance and the same percentage report seeing shift patterns change week to week.

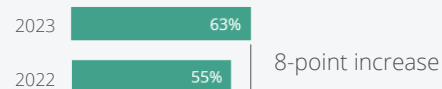
This is an urgent call to action for employers to make investments that improve these agreed upon experience challenges. For organisations, responding to issues that matter to their employees holds significant value—often in the form of tangible business cost benefits, including improved retention, productivity and greater customer satisfaction.

Now that employers recognise the importance of employee experience, it is imperative that organisations meet employee needs with actions that address the underlying problems contributing to their dissatisfaction.

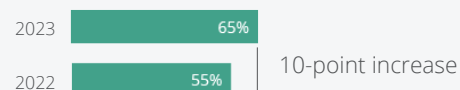
## Wants Employer Who Offers Scheduling Flexibility



## Only See Schedules One Week in Advance



## Say Their Shift Patterns Change Weekly



WorkForce Software is a pioneer in our industry as the first global provider of modern workforce management solutions with integrated employee communications. We've made an investment in smart communication tools that are designed to leverage data, adapt and communicate quickly with the ease of use of a favourite personal app.

# The Next Generation of Workforce Management for European Manufacturers

WorkForce Software adapts to your need to improve employee experience, operational performance and your bottom line—no matter how unique your pay rules, labour regulations, labour allocation, schedules and employee engagement needs. This technology allows you to improve operations with simplified communication, easier scheduling and digital employee training.



## Perform with Greater Agility

- Manage schedules aligned with production and capacity levels, maintenance and shutdown periods; fill last-minute coverage gaps when unplanned absences, priority work, rush orders and emergency repairs occur
- Continually refine scheduling practices and adapt labour standards as operations mature and new processes and technology are adopted
- Communicate changes in process and broadcast important announcements in real time
- Train workers in new skills, re-train team members needing extra details and utilise unseen employee talents to improve productivity and agility



## Win and Keep Top Talent

- Engage in real-time workforce communication and collaboration through a familiar, easy-to-use app—share best practices, ask for help and celebrate successes
- Help employees get their work done right with easy access to current standard operating procedures, visual examples and troubleshooting guides
- Accelerate knowledge transfer between individuals or groups with diverse skillsets through assignment of group tasks or projects and scheduled training sessions during slower periods
- Give employees control over work/home balance with easy access to schedules and self-service shift swapping to plan for personal commitments and resolve last-minute conflicts
- Provide real-time visibility into pay and hours with automated alerts when an issue will impact an employee's pay—before payroll is processed
- Act on employee sentiment using personalised, in-the-moment survey responses about topics such as unplanned overtime and extended work hours



## Improve Profitability

- Minimise errors, prevent payroll leaks and eliminate repetitive tasks with automated time, attendance, absence, leave and gross pay processing
- Refine labour utilisation with accurate labour demand forecasting, optimal labour scheduling and intra-day labour reallocation to highest priority or most profitable work
- Optimise labour costs with proactive alerts when actual work does not align with planned work or employees swap shifts—avoiding costly overtime that can impact profitability
- Mitigate risk of litigation, fines, penalties and brand damage by proving compliance with union and collective bargaining agreements, EU Time Tracking laws and national, regional and local legislation

# European Manufacturing Organisations Realise Significant Benefits with WorkForce Software

There are a range of benefits and savings our manufacturing customers realise with WorkForce Software solutions. These estimates are based on the aggregated results of value studies with our manufacturing customers across a range of deployments and organisational maturities.

Customer Sample Benefit Ranges (EUR € & GBP £)  
(Conservative—Likely)

WorkForce Software Capabilities	5K Employees Benefits	50K Employees Benefits	100K Employees Benefits
Time & Attendance	€1.2M-€2.1M [£1.0M-£1.8M]	€12.3M-€21.4M [£10.2M-£17.9M]	€24.5M-€42.8M [£20.5M-£35.7M]
Scheduling & Forecasting	€923K-€2.4M [£771K-£2.0M]	€9.2M-€24.0M [£7.7M-£20.0M]	€18.5M-€48.0M [£15.4M-£40.1M]
Task Management	€542K-€738K [£452K-£616K]	€5.4M-€7.4M [£4.5M-£6.2M]	€10.8M-€14.8M [£9.0M-£12.3M]
Absence & Leave Management	€178K-€322K [£148K-£269K]	€1.8M-€3.2M [£1.5M-£2.7M]	€3.6M-€6.4M [£3.0M-£5.4M]
Employee Experience	€1.9M-€3.3M [£1.6-£2.8M]	€19.3M-€33.3M [£16.1M-£27.8M]	€38.6M-€66.6M [£32.2-£55.6M]
Total Benefits	€4.8M-€8.9M [£4.0M-£7.5M]	€48.0M-€89.3M [£40.1M-£74.6M]	€96.0M-€178.6M [£80.2M-£149.1M]

Sample benefit calculations only. Your actual return on investment will depend on your current processes, implementation details and post-implementation state.

# WorkForce Software Business Case Value Drivers (EUR)

We understand that your organisation is unique. No two manufacturers share the same workforce management process maturity or level of automation. WorkForce Software's Customer Value experts are dedicated to partnering with you to make a compelling case for change that appeals to the stakeholders of your organisation.

		SAMPLE BENEFIT RANGE [ EUR € ] (Conservative— Likely)					
Value Drivers		5,000 Employees		50,000 Employees		100,000 Employees	
Workforce Performance	TIME & ATTENDANCE						
	Payroll Savings with Improved Accuracy and Automation	€349K	€911K	€3.5M	€9.1M	€7.0M	€18.2M
	Labour Cost Savings with Reduced Time Inflation	€107K	€158K	€1.1M	€1.6M	€2.1M	€3.2M
	Reduced Unearned PTO Expense with Automation	€120K	€192K	€1.2M	€1.9M	€2.4M	€3.8M
	Overtime Cost Savings with Improved Overtime Visibility	€230K	€428K	€2.3M	€4.3M	€4.6M	€8.6M
	Manager Turnover Reductions with WFS Assistant	€8K	€12K	€83K	€124K	€167K	€247K
	Reduced Legacy System Costs	€85K	€90K	€849K	€901K	€1.7M	€1.8M
	Timekeeping, Data Processing Efficiencies with Automation	€250K	€250K	€2.5M	€2.5M	€5.0M	€5.0M
	Retroactive Adjustments and Pay Correction Efficiencies	€19K	€32K	€187K	€321K	€374K	€643K
	Employee Self-Service and Automation of Time-Off Requests	€58K	€67K	€577K	€673K	€1.2M	€1.3M
	€1.2M	€2.1M	€12.3M	€21.4M	€24.5M	€42.8M	
Workforce Experience	SCHEDULING & FORECASTING						
	Labour Cost Savings with Reduced Over-Scheduling	€574K	€1.7M	€5.7M	€17.2M	€11.5M	€34.4M
	Scheduling Automation Efficiencies	€349K	€678K	€3.5M	€6.8M	€7.0M	€13.6M
		€923K	€2.4M	€9.2M	€24.0M	€18.5M	€48.0M
	TASK MANAGEMENT						
	Task Management Efficiencies with Improved Collaboration	€542K	€738K	€5.4M	€7.4M	€10.8M	€14.8M
		€542K	€738K	€5.4M	€7.4M	€10.8M	€14.8M
	ABSENCE & LEAVE MANAGEMENT						
	Payroll Savings with Automated Leave Management	€142K	€285K	€1.4M	€2.8M	€2.8M	€5.7M
	Absence Management Efficiencies with Automation	€35K	€37K	€352K	€375K	€705K	€750K
	€178K	€322K	€1.8M	€3.2M	€3.6M	€6.4M	
Workforce Experience	EMPLOYEE EXPERIENCE						
	Deskless Turnover Reductions with Improved Engagement	€267K	€478K	€2.7M	€4.8M	€5.3M	€9.6M
	Turnover Cost Reduction with Integrated Pulse Surveys	€274K	€479K	€2.7M	€4.8M	€5.5M	€9.6M
	Survey, Training and Document Cost Reductions	€69K	€96K	€694K	€956K	€1.4M	€1.9M
	Deskless Labour Collaboration Efficiencies	€741K	€1.1M	€7.4M	€11.2M	€14.8M	€22.4M
	Document Search Efficiencies with Mobile Access	€579K	€1.2M	€5.8M	€11.6M	€11.6M	€23.2M
		€1.9M	€3.3M	€19.3M	€33.3M	€38.6M	€66.6M
TOTAL SAMPLE ANNUAL BENEFITS		€4.8M	€8.9M	€48.0M	€89.3M	€96.0M	€178.6M

Sample benefit calculations only. Your actual return on investment will depend on your current processes, implementation details and post-implementation state.

# WorkForce Software Business Case Value Drivers (GBP)

We understand that your organisation is unique. No two manufacturers share the same workforce management process maturity or level of automation. WorkForce Software's Customer Value experts are dedicated to partnering with you to make a compelling case for change that appeals to the stakeholders of your organisation.

		SAMPLE BENEFIT RANGE [ GBP £ ] (Conservative— Likely)					
Value Drivers		5,000 Employees	50,000 Employees	100,000 Employees			
Workforce Performance	<b>TIME &amp; ATTENDANCE</b>						
	Payroll Savings with Improved Accuracy and Automation	£291K	£760K	£2.9M	£7.6M	£5.8M	£15.2M
	Labour Cost Savings with Reduced Time Inflation	£90K	£132K	£895K	£1.3M	£1.8M	£2.6M
	Reduced Unearned PTO Expense with Automation	£100K	£160K	£1.0M	£1.6M	£2.0M	£3.2M
	Overtime Cost Savings with Improved Overtime Visibility	£192K	£357K	£1.9M	£3.6M	£3.8M	£7.1M
	Manager Turnover Reductions with WFS Assistant	£7K	£10K	£70K	£103K	£139K	£207K
	Reduced Legacy System Costs	£71K	£75K	£709K	£752K	£1.4M	£1.5M
	Timekeeping, Data Processing Efficiencies with Automation	£209K	£209K	£2.1M	£2.1M	£4.2M	£4.2M
	Retroactive Adjustments and Pay Correction Efficiencies	£16K	£27K	£156K	£268K	£312K	£537K
	Employee Self-Service and Automation of Time-Off Requests	£48K	£56K	£482K	£562K	£963K	£1.1M
		<b>£1.0M</b>	<b>£1.8M</b>	<b>£10.2M</b>	<b>£17.9M</b>	<b>£20.5M</b>	<b>£35.7M</b>
Workforce Experience	<b>SCHEDULING &amp; FORECASTING</b>						
	Labour Cost Savings with Reduced Over-Scheduling	£479K	£1.4M	£4.8M	£14.4M	£9.6M	£28.7M
	Scheduling Automation Efficiencies	£292K	£566K	£2.9M	£5.7M	£5.8M	£11.3M
		<b>£771K</b>	<b>£2.0M</b>	<b>£7.7M</b>	<b>£20.0M</b>	<b>£15.4M</b>	<b>£40.1M</b>
	<b>TASK MANAGEMENT</b>						
	Task Management Efficiencies with Improved Collaboration	£452K	£616K	£4.5M	£6.2M	£9.0M	£12.3M
		<b>£452K</b>	<b>£616K</b>	<b>£4.5M</b>	<b>£6.2M</b>	<b>£9.0M</b>	<b>£12.3M</b>
	<b>ABSENCE &amp; LEAVE MANAGEMENT</b>						
	Payroll Savings with Automated Leave Management	£119K	£238K	£1.2M	£2.4M	£2.4M	£4.8M
	Absence Management Efficiencies with Automation	£29K	£31K	£294K	£313K	£589K	£626K
		<b>£148K</b>	<b>£269K</b>	<b>£1.5M</b>	<b>£2.7M</b>	<b>£3.0M</b>	<b>£5.4M</b>
Workforce Experience	<b>EMPLOYEE EXPERIENCE</b>						
	Deskless Turnover Reductions with Improved Engagement	£223K	£399K	£2.2M	£4.0M	£4.5M	£8.0M
	Turnover Cost Reduction with Integrated Pulse Surveys	£229K	£400K	£2.3M	£4.0M	£4.6M	£8.0M
	Survey, Training and Document Cost Reductions	£58K	£80K	£580K	£798K	£1.2M	£1.6M
	Deskless Labour Collaboration Efficiencies	£619K	£935K	£6.2M	£9.3M	£12.4M	£18.7M
	Document Search Efficiencies with Mobile Access	£484K	£968K	£4.8M	£9.7M	£9.7M	£19.4M
		<b>£1.6M</b>	<b>£2.8M</b>	<b>£16.1M</b>	<b>£27.8M</b>	<b>£32.2M</b>	<b>£55.6M</b>
	<b>TOTAL SAMPLE ANNUAL BENEFITS</b>	<b>£4.0M</b>	<b>£7.5M</b>	<b>£40.1M</b>	<b>£74.6M</b>	<b>£80.2M</b>	<b>£149.1M</b>

Sample benefit calculations only. Your actual return on investment will depend on your current processes, implementation details and post-implementation state.

# These Manufacturing Customers Use WorkForce Software to Transform the Way People Work

Enterprise-grade and future-ready, WorkForce Software is helping some of the world's most innovative manufacturers optimise their workforce, protect against compliance risks and increase employee engagement to unlock new potential for resiliency and performance.



Chattanooga

## Autoliv

### Improved Operations by Switching to WorkForce

"I've been working in payroll for 30 years and am very impressed with the functionality that WorkForce Software provides. It has saved us so much time and automated so many processes — things we could never have achieved otherwise. We are more efficient and more accurate across the business."



### Reduced Payroll Errors and Costs by Moving to the Cloud

"The project was part of a larger, ever-changing project moving from on-premises to the cloud, which meant our integration points with other systems were also changing at the same time. The WorkForce Software architecture allowed us to plan for future state integration."



### Simplified Time & Attendance across 275+ Locations

"When you implement a system like WorkForce Software, you're implementing an enabler. Your true value lies in your ability to have strong adoption and strong processes, and your business processes need to be enabled by the technology."

### European Pharmaceutical Manufacturer Automates Requirements

"If you can write a rule, we can configure it. It's a simple statement that had a major impact during our evaluation. We have very complex, global pay and compliance requirements. We selected WorkForce Software because they proved they could meet our needs."

## Info-Tech Buyer Experience Report Cites Users Rate WorkForce #1 Workforce Management Provider for Trust and Security

“With WorkForce Software, it has been perfection redefined and it has helped us almost double productivity. For this, I recommend it.”

- Claire N, Finance

“The WorkForce Suite supports every pay rule, every compliance requirement and every unique agreement across your entire employee population.”

- Sanjeet K, IT

[Learn More](#)



## Nucleus Research Calls WorkForce Software Leading Workforce Management Vendor for Solution Usability and Functionality

For ten years, Nucleus Research has recognised WorkForce Software as a leader in the Workforce Management Technology Value Matrix for their consistency in delivering value to hundreds of customers. WorkForce Software has continuously responded to changing needs of employees through renewed investment in automation and analytics across areas including scheduling and communication.

“WorkForce Software’s positioning as a leader in the WFM Value Matrix for the tenth consecutive year underscores their commitment to meeting the evolving and often complex requirements of global customers and their employees.”

— Evelyn McMullen, Research Manager, Nucleus Research

[Learn More](#)

# Getting Cross-Departmental Collaboration and Buy-In When Building Your Business Case

It's in every department's best interest—whether it's human resources and finance or operations and IT—to collaborate and create a shared vision of the benefits of evolving your workforce practices (and using software to facilitate it).

Here's what each team offers and why they should be part of the process:



## Human Resources

Due to high levels of attrition in the manufacturing industry (i.e., retirements, competition for tech-savvy talent with other industries, safety, well-being and work/home balance concerns), HR teams focus on creating positive employee experiences that drive engagement, productivity and loyalty. This includes a safe work environment, compliance with labour and absence/leave laws, contractual agreements, flexible scheduling and skills development for career progression.

As the leading department for most employee experience initiatives, HR can set the tone by determining specific workforce management needs and requirements, taking note of current HR software that could be consolidated and getting employee feedback on proposed solutions.



## Finance

Investing in modern workforce management is proven to deliver the highest ROI of any other human capital management initiatives. CFOs and finance teams confirm quantifiable cost savings and business benefits from workforce management investments across financial, operations and risk metrics.

ROI supported by KPIs, including labour cost optimisation, reduced turnover costs and costs avoidance associated with noncompliance, can be used to gain support from finance leaders for a workforce management technology investment. Savings from these solutions can often fund other HR digital transformation initiatives.



## Operations

To keep facilities running smoothly in the face of ongoing supply chain disruptions and labour shortages, it's imperative to retain staff who want to bring their best to work—when and where they are needed. Teams that oversee day-to-day operations must balance giving employees a say in their schedules to support work/home balance whilst meeting productivity expectations (including labour budget management) and working time directive requirements.

The interaction operations managers have with frontline workers puts them in the perfect position to surface critical pain points and ways to improve processes and workflows. They inherently understand the effect engaged employees have on employee productivity and can leverage digital assistants to identify and automate actions to support both.



## Information Technology

The IT department will be a valuable partner in executing a manufacturing workforce strategy, ensuring any technology selected meets corporate performance and security standards and monitoring its adoption (and success rate) once rolled out.

IT can review documentation and proof points on IT-focused areas to advance an implementation. They can help confirm the solution is the right fit for current or planned infrastructure. This includes employee support plans and processes, capabilities for integrating with other business-critical systems and the required effort to maintain and support the solution in-house.

# Enterprise-Grade and Future-Ready, WorkForce Software Solutions Give European Manufacturers an Edge

WorkForce Software is the modern workforce management choice for manufacturers who value innovation, resilience and advanced performance. Our solution empowers your organisation to drive employee engagement, meet complex EU regulations and boost profitability through modern workforce technology, flexible scheduling and digital employee management.

## Key Takeaways

- Manufacturers need to meet change with resilience—prioritising flexible and agile working styles that support new production demands and opportunities, as well as navigating complex compliance and labour scheduling requirements.
- Whilst managers today are more aligned with their employees, employers continue to fall short in implementing workplace processes and tools that adequately address their workers' needs. Workforce management technology can play a major role in providing the experiences deskless workers expect and deserve.
- WorkForce Software can meet your team's most unique rules regarding time and attendance, scheduling, labour forecasting, task management, communication and employee experience, thereby improving agility, reducing turnover and increasing worker productivity and labour optimisation.
- WorkForce Software capabilities can create combined benefits of up to €8.9 million/£7.5 million (organisations with 5,000 employees), €89.3 million/£74.6 million (50,000 employees) or €178.6 million/£149.1 million (100,000 employees).
- Your team's decision to adopt modern workforce management can provide cross-departmental collaboration between and benefit HR, finance, manufacturing operations and IT.

## Request Your Personalised Value Assessment

[Learn More](#)

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