

Operational Requirements vs. Employee Factors

In today's competitive job market, employees have high expectations of their employer's ability to understand their individual capacity to be available to work. Taking every individual's specific requests into account can be a long and arduous process. Reconciling these demands against the company's operating staff requirements is at the heart of Shift Solution's functionality.

Staff Requirements

Defining an accurate picture of the organisations staff requirements is the foundation for optimised workforce scheduling. With our demand forecasting tools, we can help you calculate your actual staff requirement to effectively provide services, without over-staffing your organisation unnecessarily. Once staff requirements have been established, Shift Solution indicates over and under-staff situations to quickly identify and prevent interruptions to service.

	Sunday	Monday	Tuesday	Wednesday	Thursday
07:30 - 08:00					
08:00 - 08:30		1 / 2	2 / 2	2 / 2	2 / 2
08:30 - 09:00		1 / 2			
09:00 - 09:30		1 / 2			
09:30 - 10:00		1 / 2			
10:00 - 10:30		1 / 2			
10:30 - 11:00		1 / 2	2 / 2	2 / 2	2 / 2
11:00 - 11:30		0 / 1	1 / 1	1 / 1	1 / 1
11:30 - 12:00		0 / 1	1 / 1	2 / 1	1 / 1
12:00 - 12:30		1 / 1	1 / 1	2 / 1	1 / 1
12:30 - 13:00		1 / 1	1 / 1	2 / 1	1 / 1
13:00 - 13:30				3 / 2	2 / 2
13:30 - 14:00				3 / 2	2 / 2
14:00 - 14:30				3 / 2	2 / 2
14:30 - 15:00				3 / 2	2 / 2
15:00 - 15:30		2 / 2	2 / 2	2 / 2	2 / 2
15:30 - 16:00		2 / 2	2 / 2	2 / 2	2 / 2

These boxes show that one person is assigned to this task while 2 people are needed.

In this case, there is an additional assigned person to the predetermined needs.

Employee Factors

Each employee has a unique profile of availability. Shift Solution manages this information, whether it is recurrent, cyclic, or a one-off request. Employee profiles store information of how many hours to be worked, availability, status, contact information, skills and training and even the employee's preference for certain tasks or shifts.

« To be able to take into account our business needs, as well as the employee's restrictions, allows us to avoid constantly reviewing schedules that have already been published. This for us, has been a huge success »

	Sunday	Monday	Tuesday	Wedn
07:00 - 07:30				
07:30 - 08:00				
08:00 - 08:30				
11:30 - 12:00				
12:00 - 12:30				
12:30 - 13:00				

This student is not available on Mondays and Tuesdays between 8am and 12pm. In addition, he can only work a maximum of 25 hrs a week.

Hours: 00:00 ≤ 22:00 ≤ 25:00