

Optimize the warehouse workforce with **Labor Management**

On average, labor represents 50-75% of total warehouse costs. For many companies, it has become one of the key sources of cost reduction. By forecasting workforce requirements, tracking associate time, calculating estimated task duration and synchronizing the reporting of employee performance, you can significantly reduce costs and expand profitability while improving morale among your workforce. Optimizing the balance of overtime, regular and temporary help further improves cost management.

Manhattan's Labor Management is a comprehensive solution that enables you to better manage and control labor-related costs in your distribution facilities. At the same time, it allows you to improve morale and enhance employee engagement by measuring work and rewarding those employees with the highest productivity.

Manhattan Associates' Labor Management enables your warehouse to be more productive with the workforce it has, or find new ways to cut costs. At the same time, it decreases employee turnover by providing essential feedback to workers—feedback that rewards efficiency, quality and safety.

Labor Management works by leveraging specific standards for each activity within the operation. For each associate or team, the actual times for task completion 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.

Labor Management enables you to:

- Define a performance standard for any warehouse task based on historical throughput, reasonable expectations or activity-based engineered standards
- Forecast staffing requirements and monitor work in process 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
- Export pay data so that your payroll system can calculate taxes and generate paychecks
- 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

As part of SCOPE®, Manhattan's platform-based approach to supply chain optimization, Labor Management enables you to fully optimize your warehouse workforce.

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 overtime, regular and temporary labor usage based on predicted demand

Improve labor efficiency and reduce overtime costs despite seasonal fluctuations

Collect employee performance data, determine labor requirements

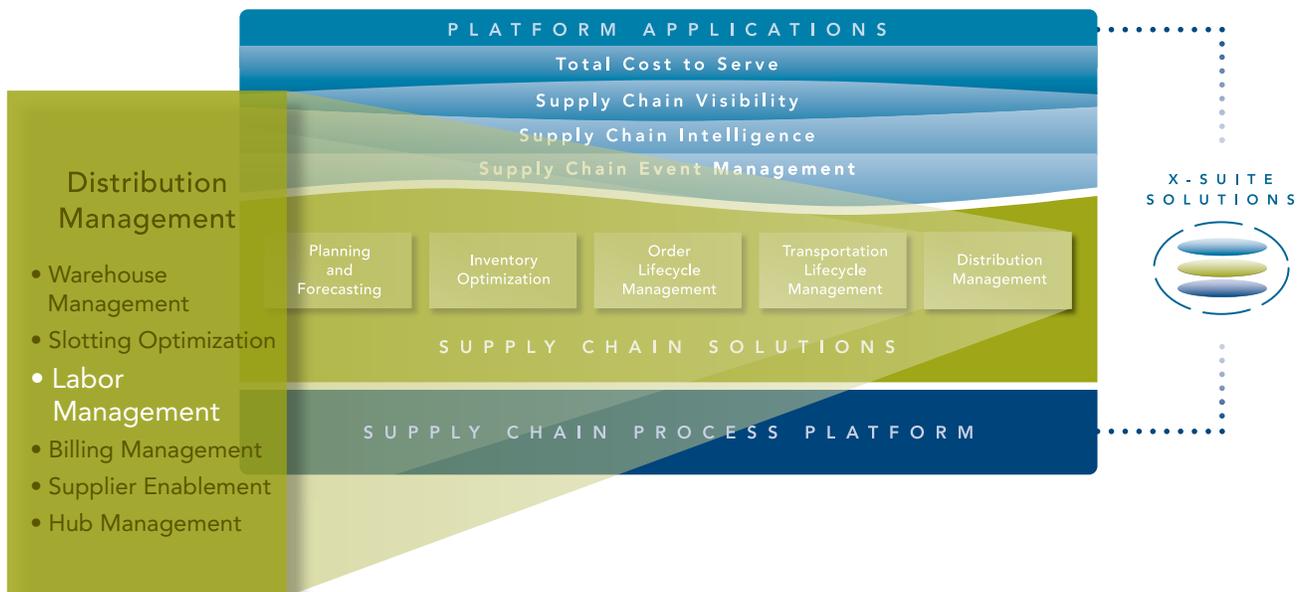
Align hourly pay rates and incentives with performance results

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—managing complexity to yield organized optimization.



The Manhattan Difference: Supply Chain People Thinking Differently About Supply Chain

We've earned recognition as The Supply Chain People[®] for a reason: We think differently about supply chain. Manhattan's 'think-tank' is unmatched in both staff resources and collaboration with the best minds in business, industry and academia. By applying the latest advances in supply chain know-how, our Platform Thinking[™] approach is the optimal way to manage supply chain complexity and generate proven, real-world results for business. For two decades, this platform-based approach has helped companies worldwide achieve measurable efficiencies and return on investment. In fact, more than 1200 companies, representing many of the world's best-known brands, leverage Manhattan solutions to advance their supply chain leadership.



Manhattan Associates is committed to developing supply chain solutions that foster environmental stewardship.

Learn more about Manhattan Associates and our solutions:

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The Supply Chain People[®]