

Easy Metrics: Labor Management Made Easy

One complete package to run your operations:
financials, performance metrics, and reporting

Labor Management Systems are an integral part of any warehouse management initiative. At roughly 60% of an operation's costs, and the largest variable cost center, managing labor cost and performance metrics has become a business-critical function. Since the industry has adopted LMS's, going without one puts you at an objective and measurable disadvantage.

An LMS functions by taking employee activity data and reporting productivity levels for those employees, as either individuals or groups. These productivity levels can be broken down by customer, process, supervisor, employee, shift, facility, product, or service type, giving you [an overview of your operational performance](#).

This data allows you to confidently manage by the numbers, gain employee buy-in and trust, and improve employee engagement. LMS's helps eliminate bad habits like supervisor bias, accepting eyes-on-the-floor observation as fact, and fear-based management tactics.

A robust LMS allows you to improve productivity, develop company culture, cut costs, and reinvest savings into your business.

Unfortunately, LMS's have traditionally been expensive and complex. On-premises LMS's require extensive up-front costs, with equally high installation and implementation fees. Between systems integration, facility setup, and technical installation, there are a lot of complicated moving parts. Because they take so long to get up and running (if they are successful at all), on-premises LMS's are a poor choice for operations needing labor analytics quickly.

Deploying a cloud based SaaS LMS is the better choice. Licensing by subscription, and on a secure cloud gives you the benefits of lower up-front costs, lower ongoing costs, and less risk.



“Any time you make a big change, there’s a pain that goes along with it. On the macro level we have these big economic factors - recruiting and retaining labor, drastic changes in demand, new regulations—which are forcing us to answer new questions. How do I shift my business around? How do I meet customer requirements while driving out costs and meeting performance goals simultaneously?”

Many of our clients struggled with these problems; they didn’t have the information they needed to manage their operations. They started by getting visibility into the cost and performance of every part of their operations, which is what Easy Metrics provides. Visibility gives them the facts to make educated decisions, and manage with confidence.”

Dan Keto

CTO & President, Easy Metrics

How an LMS can help

An LMS will automate labor cost & performance transparency. Better and faster than spreadsheets, you'll get a more accurate and reliable view into how your teams, people, and processes are performing.



Business & Culture:

- ▶ Operate with visibility, set goals, and share them with teammates
- ▶ Foster a sense of team ownership and accountability for hitting performance targets
- ▶ Create pay for performance or incentive pay programs
- ▶ Demonstrate and communicate the costs of indirect time to supervisors and facilities
- ▶ Improve indirect processes and scheduling to reduce the amount of indirect time in your facilities
- ▶ Improve time tracking habits
- ▶ Compare missing (untracked) time and indirect time between facilities, teams, and employees



People:

- ▶ Create reports for supervisors to have productive coaching sessions with their direct reports, based on numbers
- ▶ Equip operators with their own performance data, so that they can independently set goals and monitor their own performance
- ▶ Empower supervisors and teammates to find ways to shift time from indirect processes to direct tasks
- ▶ Discover which supervisors are actively managing their teams
- ▶ Identify which supervisors, shifts, and facilities are spending too much time on indirect tasks
- ▶ Distribute overtime hours to high performing employees
- ▶ Reward and praise your best employees, based on data-backed performance results
- ▶ Create fair and objective bonus pay or pay for performance incentives that can drive employee engagement and friendly competition



Process:

- ▶ Derive fair and objective performance standards for each process, taking into account variance in product mix
- ▶ Drive team alignment and innovation to discover ways to improve processes
- ▶ Identify and prioritize continuous improvement projects



Customer:

- ▶ Compare productivity on processes between one customer, and another customer
- ▶ Identify customer requirements that are causing the team's productivity to slip



Equipment and Facility:

- ▶ Compare equipment types for similar work and departments
- ▶ Identify processes that could be improved, in reducing labor costs to perform them, by better or different equipment

The Benefits of Easy Metrics' Cloud LMS



Easy Metrics for Labor Management, Cost to Serve, and Operational Performance KPIs

Easy Metrics is purpose-built to track productivity, missing time, utilization, overtime costs, incentives and cost to serve to manage performance and drive out waste.

With Easy Metrics, you'll have unparalleled analytics at your fingertips that allow you to measure labor cost and performance of your operations down to the individual employee and process. This new information allows you to make data driven decisions, manage your teams effectively, and drive out waste. All with rapid ROI and implementation in a mere few short weeks from kick-off, set within an easy-to-use and cost-effective framework.

Easy Metrics has developed and refined our analytics solution over the past fifteen years to meet the needs of operations teams in distribution, 3PL, manufacturing, retail, e-commerce, agriculture, and food processing. Our team of software engineers, programmers, industry experts, and client support specialists is dedicated to making your data easy to discover, read, and use.

Easy Metrics prides ourselves on our rapid implementation process and dedicated support—we can start providing value in as little as two weeks from kick-off. We designed Easy Metrics around two core concepts: flexibility and ease-of-use. Our LMS was built on our experiences running large warehouse operations, and the result is an intuitive, powerful, and flexible tool that provides a rapid ROI.

Analyze Productivity by Process

Last 30 Days ▾

65%

Overall Productivity

14,402

Process Hours

\$230,831

Direct Cost

Process

- Customer
- Product type
- Employee

Memphis
 2nd Shift

Process	Productivity %	Hours	Direct Cost
Replenishment	108%	27	\$532
Manual Picking	104%	163	\$3,230
Putaway	74%	1163	\$25,334

Easy Metrics for Labor Management

Gain total visibility into your labor performance and understand everything that influences your labor cost with Easy Metrics. Easy Metrics empowers companies to cut waste, ID cost to serve, and create an engaged and productive workforce.

Visit www.easymetrics.com to discover how you can empower yourself with an intuitive labor management system.

[Request a Demo](#)

About Easy Metrics

Easy Metrics fuels operational excellence in distribution operations.

Operations and finance leaders use Easy Metric's data integration platform and machine learning to analyze, plan, and forecast their labor spend so they can drive operational speed and efficiency, price their products and services profitably, and drive employee engagement.

With Easy Metrics, they translate raw operations data from multiple data sources into their costs by: activity, process, facility, people, and equipment. They use actionable reports across their network, to optimize labor spend, cut waste, plan facility investments, and drive labor strategies that ultimately fuel the growth of their business.

Visit www.easymetrics.com to learn more about the easy and intuitive labor management solutions available