Health System Gains Turn-Key Visibility to Hidden Labor Costs
Leveraging Custom Dashboard for Kronos® Analytics

▶ CHALLENGE

This health system was facing unprecedented margin pressure and demand to reduce operating costs. The organization had already matured its labor productivity management program, but suspected hidden labor savings opportunities and waste. The health system sought to leverage existing Kronos® technology and data, but lacked internal resources and expertise to accelerate visibility to the most impactful savings opportunities.

▶ SOLUTION

Healthcare WFM & Kronos® Analytics Consulting
Within 5 weeks, Workforce Insight's healthcare workforce management and analytics experts provided this client with turn-key visibility to the most impactful hidden labor costs and areas of waste.

Analytics Strategic Planning,
KPI Definition & Performance Target Setting
Workforce Insight helped this healthcare provider identify and define prioritized labor cost optimization use cases, KPIs and performance targets for custom dashboard, including guidance on metrics and targets by hospital department and functional area.

Custom Dashboard for Healthcare
Use Case: Labor Cost Optimization
Workforce Insight augmented the client's team with healthcare workforce management and analytics expertise, providing speed-to-value through:

- Custom dashboard focused on labor cost performance indicators, exclusive of labor productivity, to drive operational improvement
- Ability to set performance targets by key labor cost optimization metric, by department
- Drill down functionality for root cause analysis - by department and by employee for each labor cost KPI to drive actionable performance improvement
- Consolidated organizational performance measurement by labor cost KPI
- Ability to leverage client's existing Kronos® security settings and data structures

$2M
savings forecast/target
per hospital

ANALYTICS CLIENT PROFILE

Client Platform: Kronos®

Employees: 39,000

Hospitals: 26

"The ability to make this actionable for managers is Game Changing!

-- VP Productivity

"We suspected there were untapped labor savings and areas of waste beyond productivity, but lacked visibility to take action. We're using Workforce Analytics to drill into the highest impact areas - by department, by employee, to drive out waste without impacting care."

-- VP Financial Operations

WORKFORCE INSIGHT

healthcareworkforceanalytics.com