

# Healthcare Workforce Analytics Enables Productivity Comparison & Variance Analysis

Highly customized dashboard helps identify labor cost savings by facility, region and across the enterprise



## ► CHALLENGE

With a recent merger and the acquisition of many large hospitals and healthcare facilities across several states, this health system was utilizing numerous disparate WFM systems and related processes, making streamlined productivity management across the organization next to impossible. With limited internal resources available to help achieve system standardization as a first step toward leveraging analytics to drive improvement, the organization's vision of providing higher quality care at a more affordable cost—while keeping caregivers passionate about their mission—was beginning to seem unattainable for the foreseeable future.

## ► SOLUTION

### **Analytics, Productivity & Scheduling Assessment and Strategic Planning**

To help this organization tackle its objective of a unified approach to productivity management without negatively impacting care or the satisfaction of its staff, Workforce Insight performed a comprehensive assessment and provided recommendations for achieving the organization's desired future state.

### **Kronos® Analytics Implementation Custom Dashboard & Data Integration**

As the first step toward achieving the organization's ultimate goals, Workforce Insight provided a team of highly-skilled technical experts and clinically- and operationally-experienced healthcare WFM leaders who leveraged their expertise to support the organization's implementation of a single scheduling system and analytics platform.

The team also developed a custom dashboard and unique configurations to meet the complex compliance needs of facilities across states and locations; successfully brought locations on distinctly different payroll cycles onto the same instance; and provided the guidance necessary to facilitate optimal user adoption and the overall success of the implementation. The creation of custom reports and dashboards brought data transparency to all levels of the organization, as well as the ability to drill down to the necessary levels to understand and alleviate common problems.

### **Analytics Enablement & Adoption Kronos® Solution Training & Post Go-Live Support**

In addition to providing solution training, Workforce Insight also acted in a client-side advisory role once the analytics and scheduling solutions were in place, working with the organization to standardize systems and processes across markets and facilities.

## ANALYTICS CLIENT PROFILE



Client Platform: Kronos®



Employees: 143,000



Hospitals: 50



### **Custom Dashboards & Complex Reports Enable Ongoing Labor Cost Savings**

*The ability to compare productivity and analyze variances by facility, region and across the enterprise continues to yield powerful insight and savings – including reductions to Incidental Overtime and California Meal/Rest Penalties.*