

Exact Macola ES: Labor Performance

An organization's most valuable asset is its workforce. In some businesses, labor expenses can comprise a substantial portion of a product's cost.

With the Macola ES Labor Performance (L/P) solution, you will thoroughly understand the costs and profitability of your products while evaluating the performance of each employee and their supervisor(s). The bottom line? You get detailed cost visibility, spur productivity and have the control necessary to generate greater profits for your company.

Macola ES L/P is both a labor analysis package and a data collection package. The module helps reduce labor costs by providing information on how employees are spending their time on any given day, tracking the activities performed by employees and measuring the productivity associated with that activity.

The ability to view this information by employee, job, shop order, work center, crew and/or employee allows supervisors to measure productivity, identify variances and take corrective action.

The screenshot shows a software window titled "003 Enter Labor Transactions - [Add]". It features a menu bar (File, Edit, Help) and a toolbar. Below the toolbar are two tabs: "Basics" and "Logistics". The form contains several input fields and buttons:

- Crew No. (empty), Employee No. (11124), Nicholson Kip
- Period Start Date (05/12/2002), Transaction Date (05/12/2002)
- Shift Code (01), Seq No. (1)
- Start Time (07:00), End Time (15:30), Labor Hours (08:00), Break Time (00:00), Hours Type (dropdown), Labor Grade (LG1), Incentive Code (empty), Indirect Code (empty)
- Shop Order No. (empty), Path No. (empty), Oper No. (empty), Department (DEPTA), Work Center (WC1), Machine Hours (0.000000), Machine No. (empty), Completed Quantity (1.00)
- Buttons: Save, New, Delete, Cancel
- Status bar: X-Treme Cycles, sche12779, Wednesday, July 17, 2002

Track labor transactions more effectively using L/P.



Macola ES Labor Performance business benefits:

- Tracks and costs all labor into direct and indirect status
- Provides a robust time and attendance solution that can integrate with even higher-end solutions as well
- Handles piece pay, incentives earning with direct integration to
- Exact's payroll solution and external payroll services
- Captures regular, overtime and special wages for improved costing and visibility of where and when premium pay is incurred
- Captures actual labor costs related to work-in-process goods
- Handles Crew reporting flexibly and comprehensively
- Provides for parallel process reporting

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The Macola ES L/P module maintains each employee's standard hours earned and direct hours actually worked in production to measure productivity. Macola ES L/P also maintains indirect hours (non-production time) worked by an employee to determine the percentage of direct hours to indirect hours, measuring what percentage of the employee's time is utilized performing value added work. Total hours are tracked and compared to standard hours earned to measure how effectively labor resources are being managed.

Labor Analysis Reports

- Employee Analysis reports analyze the performance of both the employee and the shop supervisor
- Labor History reports are used to evaluate employee performance based on efficiency, productivity and direct hours worked
- Work Center Capacity reports show how efficiently particular work centers are being used to produce products

Labor Transaction Processing

Macola ES L/P is used to enter and edit labor transactions to record the elapsed time and quantity of work completed at each operation. To minimize the volume of data entry, the module allows you to report labor by work cell or crew so that the same data does not need to be repetitively entered.

Labor transactions can be entered through Macola ES's labor transaction application, or transaction entry can be automated by integrating an electronic data collection system to Macola ES L/P via an ASCII interface. In addition to tracking labor, Macola ES L/P provides the means to track the flow of materials by shop order as work is completed through operations. In an ideal data collection system, each operation or work cell has a bar code terminal reader, where workers record starting times, ending times and the quantity completed at each operation.

The screenshot shows the '003 Enter Clock Card Transactions - [Add]' window. It features a menu bar (File, Edit, Help) and a toolbar. The main area contains several input fields: Employee No. (10957), Pay Period Start Date (05/05/2002), Pay Period End Date (05/11/2002), Shift Code (01), and Home Department (DEPTB). Below these are four clock card entry sections (Type 1 to Type 4), each with 'In' and 'Out' time fields. Type 1 and 2 are set to 'W=Work' with times 07:00-11:00 and 11:30-15:30 respectively. A summary row shows Regular (08:00), Overtime (00:00), Special (00:00), Break (00:00), Work Tot (08:00), Sick (00:00), Vac (00:00), Holiday (00:00), and Total Hrs (08:00). A table below has columns for Date, Regular, Overtime, Special, Break, Work Tot, Sick, Vac, Holiday, and Total Hrs. The 'Pay Period Total' is 000:00. At the bottom are 'Save', 'New', 'Deletes', and 'Cancel' buttons, and a status bar with 'H=Holiday S=Sick V=Vacation W=Work', 'X-Treme Cycles', 'sche12779', and 'Tuesday, July 16, 2002'.

L/P allows you to track employee work hours more efficiently.

Module Prerequisites

The Macola ES Shop Floor Control, Inventory Control and Manufacturing Cost Accounting modules are required to run Macola ES L/P. Macola ES Labor Performance provides the ability to leverage your firm's most valuable asset for efficient operational control and maximum profitability.

For more information about *Macola ES Labor Performance*, please contact your business partner or account representative today, or visit www.exactamerica.com/macola.