

THE MOST VALUABLE ASSET OF ANY ORGANIZATION IS ITS WORKFORCE. IN SOME BUSINESS LABOR EXPENSES CAN COMPRISE AS MUCH AS 80% OF PRODUCT COST PROGRESSION'S LABOR PERFORMANCE MODULE (L/P) IMPROVES PROFITABILITY BY PROVIDING MANUFACTURING MANAGERS LABOR MANAGEMENT INFORMATION SO THAT LABOR RESOURCES CAN BE DEPLOYED AND OPTIMIZED TO MEET PRODUCTION AND BUDGET OBJECTIVES.

	WTD	PTD	YTD	LYR
Standard Hours Earned	25.00	25.00	25.00	0.00
Estimated Hours Earned	0.00	0.00	0.00	0.00
Direct Hours	7.67	7.67	7.67	0.00
Indirect Hours	0.00	0.00	0.00	0.00
Total Hours				
Percent Efficiency				
Percent Direct Hours				
Percent Productivity				

*L/P Employee's Data File maintains and tracks each employee's performance against established standards.*

Progression's Labor Performance package is both a labor analysis package and a data collection package.

Labor Performance helps reduce labor costs by providing information on how employees are spending their time on any given day. The labor performance module tracks the activities performed by employees and measures the productivity associated with that activity.

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

The L/P module maintains each employee's standard hours earned and direct hours actually worked to measure productivity. L/P also maintains indirect hours worked by an employee to determine the percentage of direct hours to indirect hours measuring what percentage of the employees 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 by manufacturing managers.

**LABOR ANALYSIS REPORTS**

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

The L/P module also acts as a data collection interface to improve data timeliness and accuracy. The Labor Performance module allows users of Progression's Shop Floor Control and Manufacturing Cost Accounting to integrate to time and attendance and shop floor data collection solutions.

**TIME AND ATTENDANCE**

Keeping track of employee attendance can be a challenge for manufacturers with even a moderately sized workforce. The Labor Performance module can integrate to a time and attendance system to improve data accuracy and accountability.

**LABOR TRANSACTION PROCESSING**

The L/P module 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, L/P 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 Progression's labor transaction application, or transaction entry can be automated by



integrating an electronic data collection system to L/P via an ASCII interface. In addition to tracking labor, Progression's 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.

#### MODULE PREREQUISITES

The Shop Floor Control and Manufacturing Cost Accounting modules are necessary prerequisites.

#### SYSTEM FEATURE SUMMARY

- Separate labor into direct and indirect status
- Clock card processing integration
- Accommodate incentive pay
- Employee performance analysis
- Supports shift premiums
- Supports work cells and crews
- Supports the calculation of regular, overtime and special wages.
- Track employee attendance

#### MORE INFORMATION

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