

# Workforce Management Survey

Produced by:



In Cooperation with:



# Introduction

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In education, 80% of the budget is typically spent on labor costs. Many schools and universities lack a workforce management system, and therefore, often over-schedule employees, schedule highly-paid employees unnecessarily and don't pool labor appropriately — all of which cost extra money that could be saved. But how many of us realize just how much can be saved by better management practices?

# Methodology & Audience

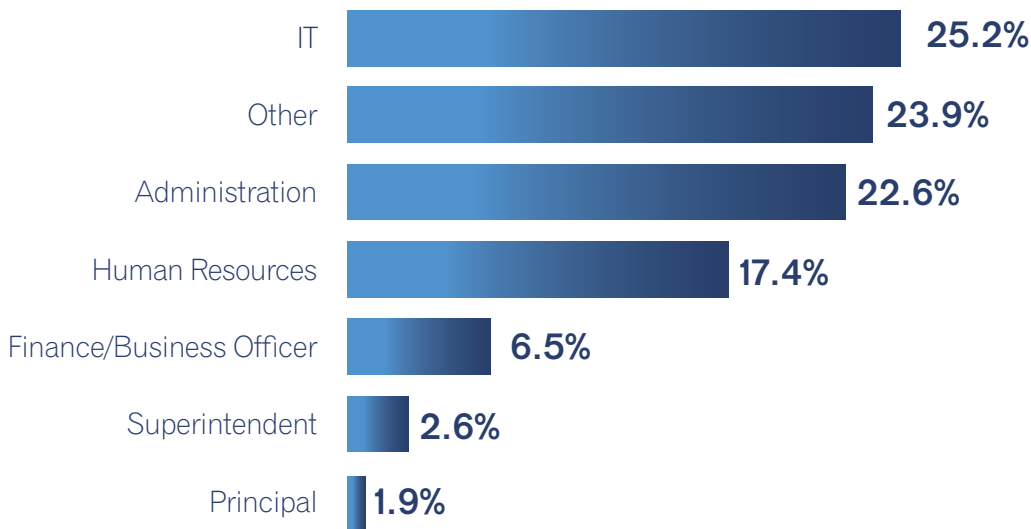
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This online survey was completed by a random sampling of *Converge* magazine's circulation. It was conducted over a period of approximately two weeks with the targeted population invited to participate via an online questionnaire. All aspects of the survey including questionnaire development, deployment and report preparation have been completed by *Converge* magazine.



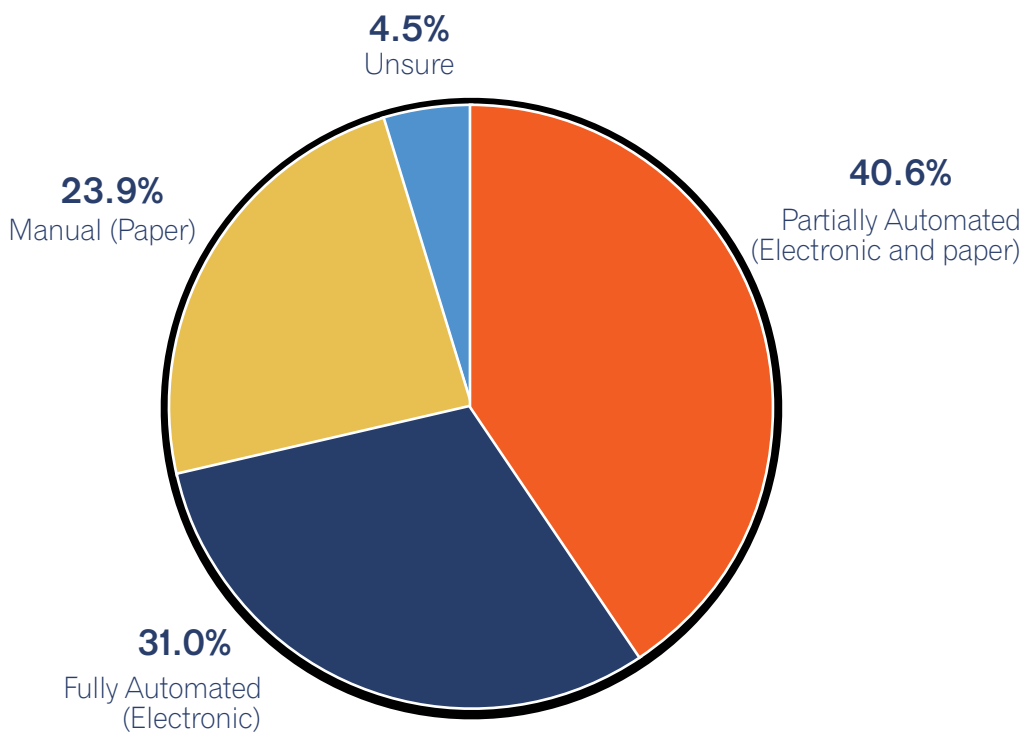
# Executive Summary

## 1. What is your role in the education field?



Examples of “other” include:  
Professors  
Counselors  
and Librarians

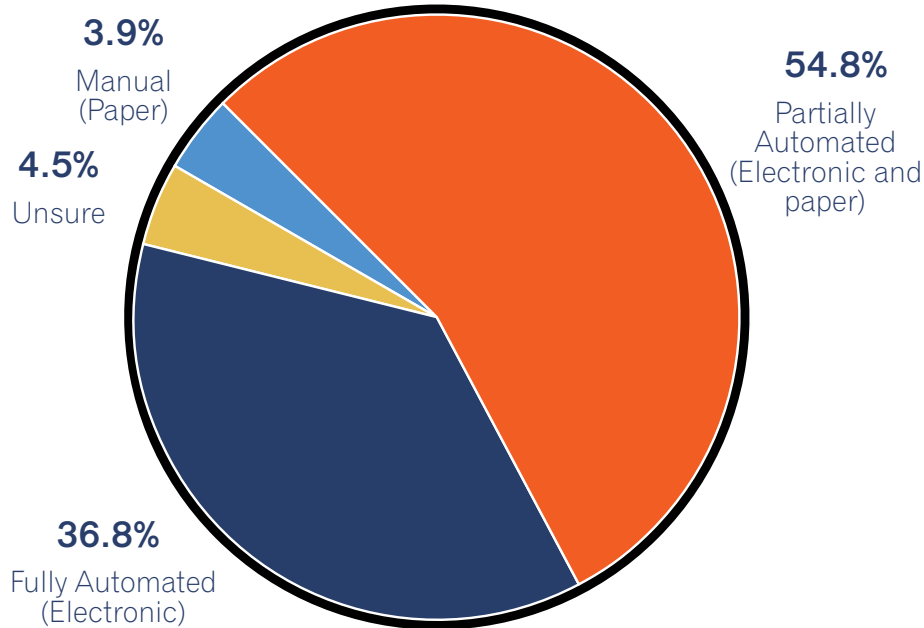
## 2. What best describes your current process for time and attendance?



At least **65%** of respondents still use a paper component in the time and attendance process.

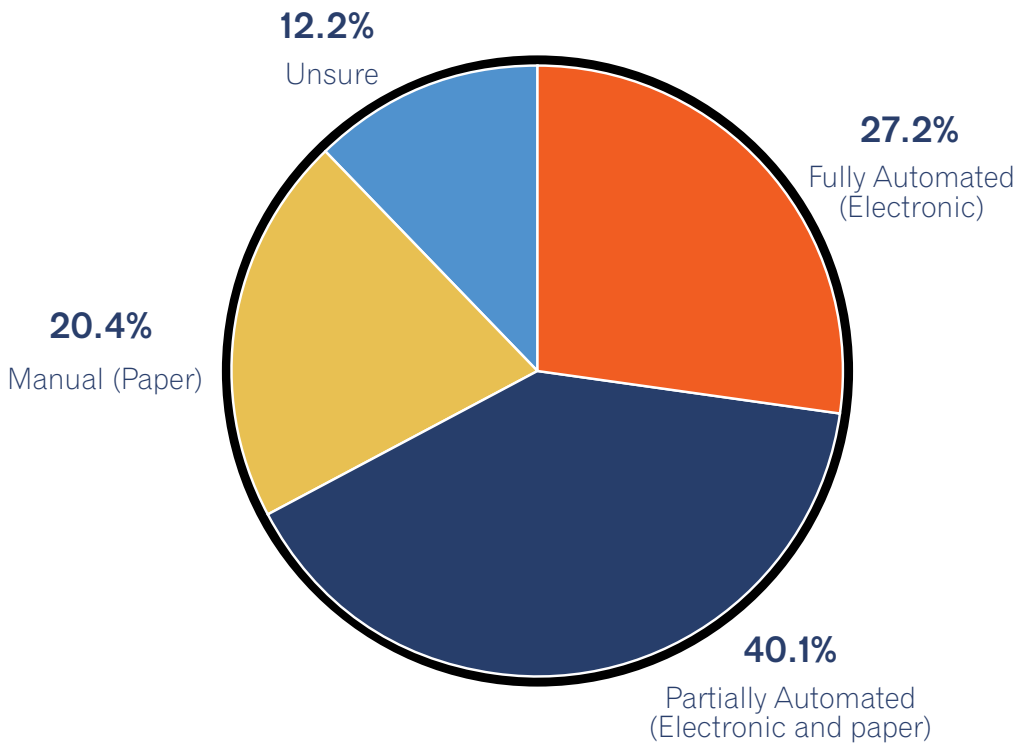


### 3. What best describes your current process for HR/payroll?



Over **54%** of respondents are using both manual and automated processes for HR/payroll.

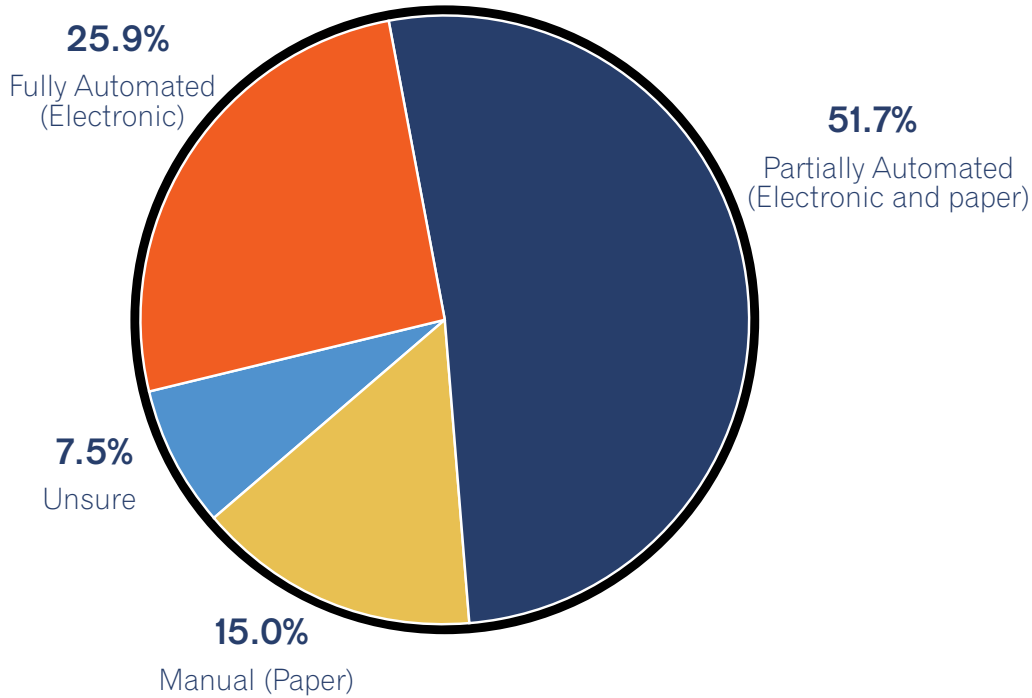
### 4. What best describes your current process for scheduling?



Less than **28%** of respondents use fully automated scheduling processes.

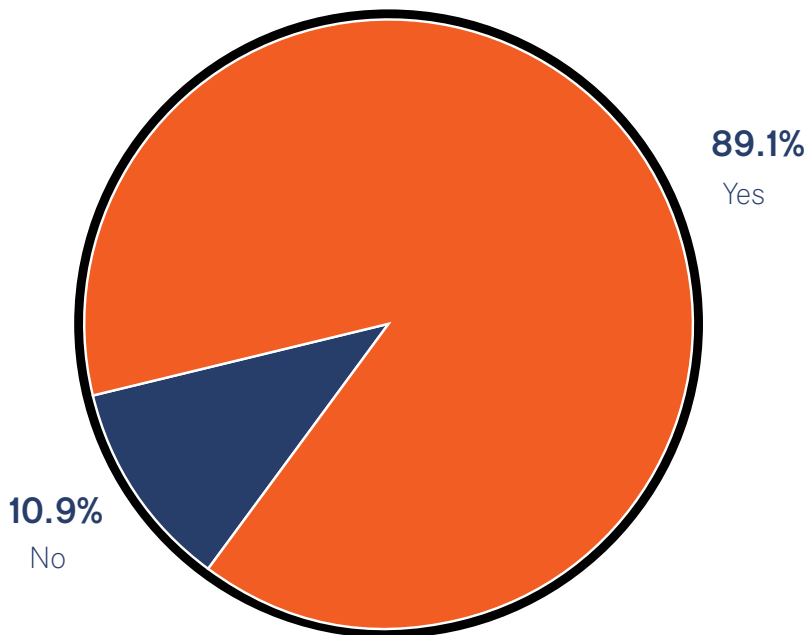


5. What best describes your current process for absence and leave management?

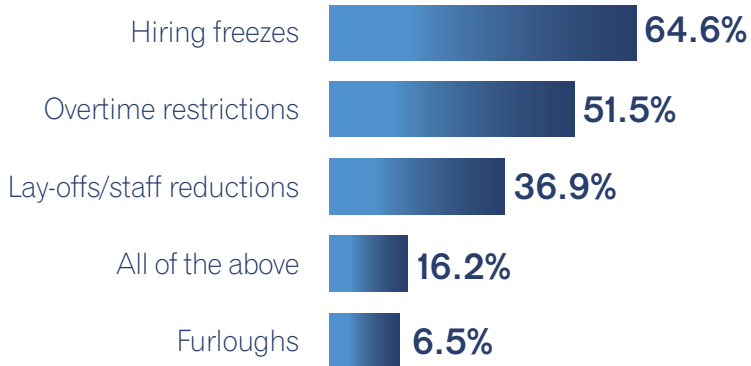


78% of respondents use some form of automated process for absence and leave management.

6. Does your school/institution have employees/students working multiple jobs?

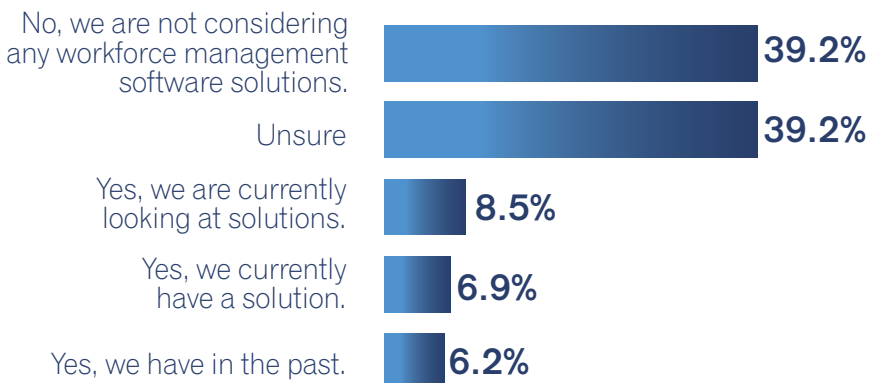


**7. What is your school/institution currently doing to control labor costs? (Respondents checked all that applied.)**



Respondents indicated that hiring freezes (**65%**) are currently the most prevalent form of labor cost control.

**8. Has your school/institution considered workforce management systems to control and analyze labor costs?**

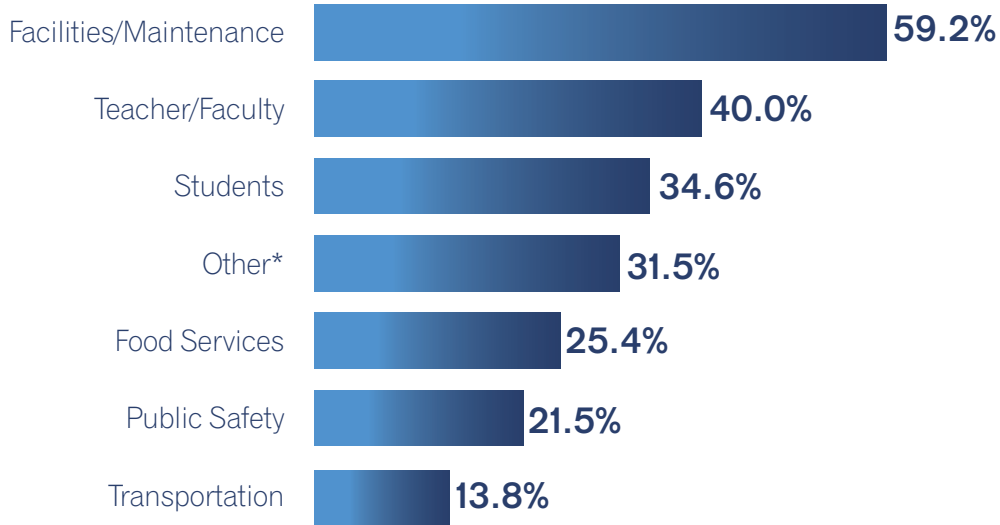


Current solutions included:

- Kronos/Famis
- Kronos
- Oracle
- iPeople System
- In-House Built System
- Sungard Banner



**9. Identify the top three worker groups in need of workforce management automation.  
(Respondents checked all that applied.)**



\*Of those that responded "other" the majority stated that they were unsure of the areas most in need.

Respondents felt that facilities/maintenance, teacher/faculty, and students are the top three categories that need a workforce management system.



Kronos helps organizations of all sizes manage their greatest strategic asset, and greatest expense — their workforce. Our completely automated solutions deliver high-quality information and are easy to own, just ask our 600 Higher Education and K-12 customers.



*Converge* magazine provides strategy and leadership for technology use in K-12 and higher education. Senior policy makers in education utilize *Converge* for articles on proven, effective educational methods and models for the 21st century and beyond.

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