HighJump
Labor
Advantage
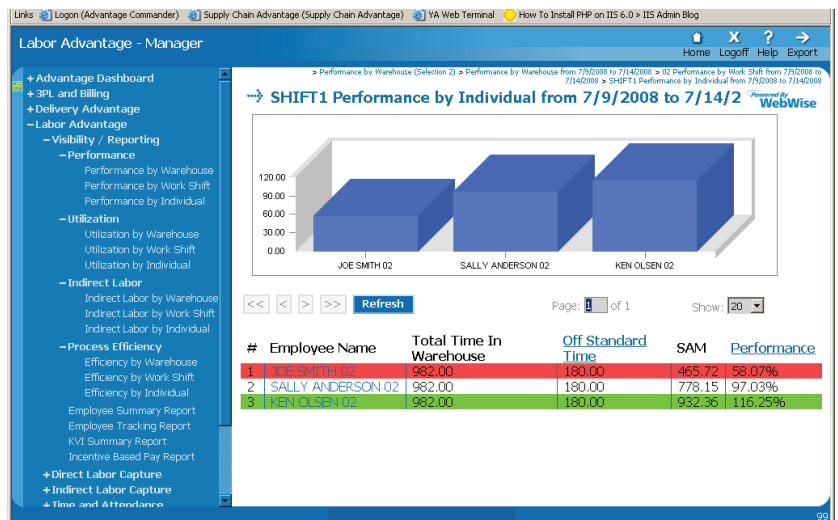
Use Technology to Reduce Labor Costs

Did you know that labor is the number one cost in warehouse and distribution operations today? Fortunately, labor management software can enable businesses like yours to control and better use valuable labor resources.

HighJump Labor Advantage— Maximize Performance and Labor Utilization

HighJump Software's labor management solution allows you to track, measure, report and plan labor activities within your organization to increase efficiency. HighJump™ Labor Advantage helps you objectively measure employee performance and identify those whose performance consistently exceeds the standard, as well as employees who need assistance. In addition, visibility tools provide real-time data on actual employee utilization and performance versus established standards, allowing you to detect inefficiencies and take corrective action. You can also reduce unproductive activity and its associated cost by tracking indirect labor.

HighJump Labor Advantage provides detailed analytics regarding performance activities

Enable a Self-Directed Workforce

HighJump Labor Advantage allows you to create individual performance standards, enabling each employee to see what is expected and how he or she is performing against that standard throughout the day. Employees empowered with performance indicators are able to take greater ownership of their own work and benchmark their improvement.

Get the Most out of Your Warehouse Management System (WMS)

Although HighJump Labor Advantage can be run on its own, integrating labor management with your warehouse management system provides you with a comprehensive labor management and planning solution. HighJump Labor Advantage leverages pre-defined work within the HighJump Warehouse Advantage WMS or most other warehouse management systems to calculate time and resources required.

Built-In Integration to HighJump Software's Supply Chain Execution Suite

HighJump Labor Advantage is available as part of the comprehensive HighJump Supply Chain Advantage suite. All HighJump solutions offer a high level of configurability, allowing you to change your system to meet your unique needs without expensive, time-consuming custom code modifications. Combined with rapid upgrades you can perform yourself, the HighJump adaptability tools help ensure a strong return on investment and a low total cost of ownership

Capabilities	Benefits
Capture of all direct and indirect labor activities	• Save time by viewing and planning labor activities via Web interface • Track off-system work for full visibility of employee workdays
Support for engineered and historical standards	• Create accurate time values for each activity based on standards and variables unique to your organization
Labor planning across functional areas	• Account for seasonal demand fluctuations • Increase efficiency by monitoring progress against the plan in real time throughout the work day • Assist managers in resource allocation across the organization
Travel path creation and XYZ coordinate mapping	• Generate accurate travel times based on distance traveled and equipment used
Personal time, fatigue and delay allowance	• Build in allowances for realistic employee expectations • Assign different allowances by warehouse and function for precise time calculations across facilities
Role-based security	• Regulate which employees can access individual performance data • Allow managers and supervisors quick and easy access to their particular group's data • Permit individual employees to benchmark their historical performance ratings and set personal goals
Real-time assignment goals and employee performance feedback	• Display estimated versus actual performance time on user's RF device to enable employees to track performance throughout the day
Performance, KVI and utilization reporting	• View and analyze performance statistics • Drill down to department/shift/individual activity over time to look for trends
Team standards	• Allocate credit to all team members when a task is completed • Assign standards to employees that have no system interaction
Automatically capture data from WMS and time and attendance systems	• Track clock-in and clock-outs manually via Web-based UI or interface seamlessly with time and attendance systems • Leverage pre-defined work within WMS to calculate time and resources required

HighJump™ SOFTWARE