
The benefits of upgrading your time and attendance solution



Don't sell your business short

For restaurants with hourly employees, time and attendance is a critical part of workforce management. Everybody clocks in and clocks out, but that's just one small piece of the puzzle when it comes to juggling schedules and keeping the business running smoothly. If it's been a while since you upgraded your time and attendance software, you may be working a lot harder than you need to be.

Having the right tools can make all the difference

Time and attendance solutions are often integrated in the point-of-sale (POS) system that a business uses, so the prospect of changing it may not even occur to many managers. But technology moves faster than a line cook during dinner rush, and newer time and attendance software packages offer features that can make life easier for everyone, from the wait staff to the executive office.

THE RIGHT TOOLS



**LABOR LAW
COMPLIANCE**



**MOBILE
ALERTS**



**PAYROLL
TRANSPARENCY**



**REMOTE
ACCESS**



**DATA FOR
CORPORATE-LEVEL
ANALYSIS**



**CLOUD
DATA STORAGE**



**TIME THEFT
PREVENTION**



Getting everything to work together

One of the main attractions of newer time and attendance solutions is that they tend to play nicely with others. In other words, you can find an option that integrates seamlessly with your scheduling and labor management software and which allows multi-platform access, including mobile devices. That means fewer headaches when dealing with time card adjustments, better access and visibility for employees and managers alike, and real-time alerts when a scheduling issue needs attention.

AVOIDING LEGAL PROBLEMS

One of the major challenges facing any restaurant manager is labor compliance. “As states’ labor restrictions become more favorable toward employees, there is a responsibility on the part of employers to document any time card transactions that aren’t directly controlled by the employees, like adjusting the start or end times of shifts,” says Nathan Pickerill, principal solutions architect at HotSchedules® and manager of the Sales Solution Center. “From a compliance standpoint, this is a huge hurdle when dealing with wage and labor grievances from employees.”

AIMING AT A MOVING TARGET

As complex as it already is, labor compliance is also a shifting landscape, with laws regularly being passed and amended which need to be accounted for. Violations can bring hefty fines and employee conflict, so finding a scheduling solution that can keep your business compliant is key.

Time and attendance systems that are integrated with robust labor management and compliance tools often have the capability to better deal with these issues, including support for predictive scheduling, remote access for better visibility, and mobile alerts to let you know about compliance issues before you run afoul of the regulations.



The peace of mind that comes with added security

Cloud-based data storage may sound like a frivolous luxury—until you actually need it. “It doesn’t happen a lot, but when it does it can be devastating to have the POS hard drive crash and not have a backup of the time and sales data from the system,” Pickerill says. Cloud storage ensures that a hardware failure doesn’t turn into a full-fledged nightmare.

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Principal Solutions Architect, HotSchedules

Transparency from top to bottom

Another benefit of having your scheduling and time card data in the cloud is that it can provide much better operations visibility at the regional and corporate level, allowing larger businesses to identify problems and make strategy decisions much more quickly and effectively. Meanwhile, at the store level, a newer time card system is much more likely to offer affordable security features that can help combat time theft, such as photo recognition.

For employees, multi-platform support can let them participate more closely in the scheduling approval and acknowledgement process, reducing errors and the time spent fixing them. It can also give them better visibility into the scheduling and payroll process, which helps them be more confident that their hours and wages are calculated correctly.

There are so many solutions out there that offer differing levels of advantages," Pickerill says. "Finding time and attendance features that exist within scheduling and labor systems that integrate the compliance features that operators need to avoid penalties, the security features to prevent time theft, and the operational sales and reporting features needed in a near real-time environment is the Holy Grail for hospitality companies."

Nathan Pickerill
Principal Solutions Architect, HotSchedules



FINDING THE SOLUTION THAT'S RIGHT FOR YOU

With so many features available with today's time and attendance solutions, you can't afford not to take a look at your options.

Let HotSchedules help you find a time and attendance solution that fits your business needs.

CONTACT A SPECIALIST



 Call us at +1.877.539.5156  Visit [HotSchedules.com](https://www.HotSchedules.com)