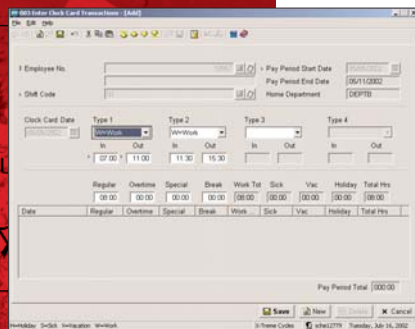




Macola ES

LABOR PERFORMANCE



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

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 Macola ES'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, 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 required to run Labor Performance.

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

For more information on Macola ES, please visit www.macula.com or call 1.800.468.0834, extension 550.

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The screenshot shows a software window titled "Macola ES Labor Transactions (Edit)". It contains several input fields for tracking labor data, including Crew No., Employee No., Transaction Date, Shift Code, Start Time, End Time, Labor Hours, Break Time, Hours Type, Labor Grade, Incentive Code, Indirect Code, Ship Order No., Path No., Open No., Department, Work Center, Machine No., and Completed Quantity. There are also buttons for "Save", "New", and "Cancel".

Track labor transactions more effectively using L/P.

The most valuable asset of any organization is its workforce. In some businesses, labor expenses can comprise as much as 80% of product cost. The Labor Performance (L/P) package improves profitability by providing manufacturing managers with labor management information so that labor resources can be deployed and optimized to meet production and budget objectives.

Important advantages of Labor Performance are:

- Separates labor into direct and indirect status
- Monitors employee attendance through payroll records
- Analyze employee/supervisor performance and productivity
- Salaried/hourly employees and incentive earnings reports
- Provides for entry of regular, overtime, and special wages

The Macola ES 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.

Labor analysis reports

- The 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.

The L/P module also acts as a data collection interface to improve data timeliness and accuracy. The Macola ES Labor Performance module allows users of Macola ES's Shop Floor Control and Manufacturing Cost Accounting to integrate with 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 Macola ES Labor Performance module can integrate to a time and attendance system to improve data accuracy and accountability.

