How to solve today's workforce management challenges with unified systems and processes

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Today's hospitality workforce management challenges

Hospitality workforce management is fragmented.

When there are so many people, processes and systems involved in managing a workforce, it's little wonder so many hospitality businesses are struggling to gain the clarity they need to operate more efficiently.

Everything from recruiting skilled workers, to staying on top of labour costs, to keeping your employees happy and engaged is often managed separately.

This can lead to a lack of cohesion resulting in disengaged teams, hours of unnecessary admin, and a lack of essential insights that are so critical when it comes to informing and driving continuous improvement.

Lack of compliance, as keeping accurate records of the entire workforce becomes an insurmountable challenge - resulting in hefty fines for failing to meet legislative and audit requirements.

By unifying the various elements of workforce management with one seamless system and a single source of truth, hospitality businesses can ensure they are equipped to meet today's industry challenges head-on.

Challenge 1: Data clarity

Without access to actionable analytics and intelligence across the entire employee lifecycle, it's difficult to make informed decisions and improve performance.

Despite this, many businesses lack visibility over essential business intelligence, such as the interplay between minimising labour costs and maximising sales revenue.

Being able to make real-time adjustments to create labour efficiencies is absolutely key to profitability.

Without these insights, many hospitality businesses are ill-equipped when it comes to strategic, numbers-led decision making.

Challenge 2: Compliance

Every year, hundreds of businesses are penalised for not operating in compliance with employment law.

Upholding a high level of regulation compliance in payroll is challenging, particularly when you're manually entering data from a separate time and attendance system

Your employees need to be paid correctly, in line with the relevant regulations and the hours they've worked.

No one wants to pay their staff incorrectly or be called out for breaching regulations and risk damaging their brand.

Unfortunately, it's all too easy to make a small mistake that could result in a fine or warning.

Challenge 3: Efficiency

With so many different processes across stores and head office, creating efficiencies in hospitality workforces is no walk in the park.

Is your team engaged and motivated? Are you optimising your labour costs and creating the most effective roster possible?

Can you accurately track time and attendance and send it straight to payroll without relying on manual data entry or messy integrations?

Taking into account all these factors can seem incredibly complex, but if you get it right, the entire business will benefit.

Challenge 4: Legacy systems

The idea of "digital transformation" is front-of-mind for many leading businesses, and for good reason.

The future of bricks-and-mortar stores is highly reliant on hospitality businesses' ability to adopt the latest technology, stay at the forefront of innovation, and remain agile.

So many hospitality businesses still rely on outdated systems and processes – when they could be creating business-wide improvements with automation and artificial intelligence (AI).

This only creates more work, and means employees are not empowered with the tools they need to perform at their peak.

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The power of one seamless system

Unify workforce management

For all the workforce management challenges hospitality businesses face, there is a single solution that brings together everything you need to recruit, onboard, manage and pay staff.

Roubler's unique all-in-one solution simplifies your day-to-day, increasing efficiency and driving employee productivity.

Trusted by hospitality businesses across the globe, Roubler provides workforce management innovations for MAC, WHSmith, Estee Lauder, Guess, MUJI and many more.

Gain meaningful insights

Being able to access real-time data and actionable analytics across every aspect of your workforce gives you the ability to forecast labour costs, compare wage bills with sales revenue, and truly understand business performance.

By bringing together every aspect of workforce management in one seamless system, you will gain unique performance insights, enabling you to make informed decisions.

With no need for manual data entry or messy integrations, you will eliminate the risks associated with poor data integrity.

Finally, you will be able to understand the complete picture across the entire employee lifecycle.

Ensure peace of mind

Compliance doesn't just begin with payroll, it should be a best practice embedded in every aspect of your workforce management.

Roubler's all-in-one solution has built-in checks and measures across scheduling, time and attendance, and payroll, giving you peace of mind and reducing the risk of non-compliance.

Create efficiencies business-wide

When you can rely on one system for all your workforce management needs, your day-to-day will be simplified, increasing efficiency and driving employee productivity.
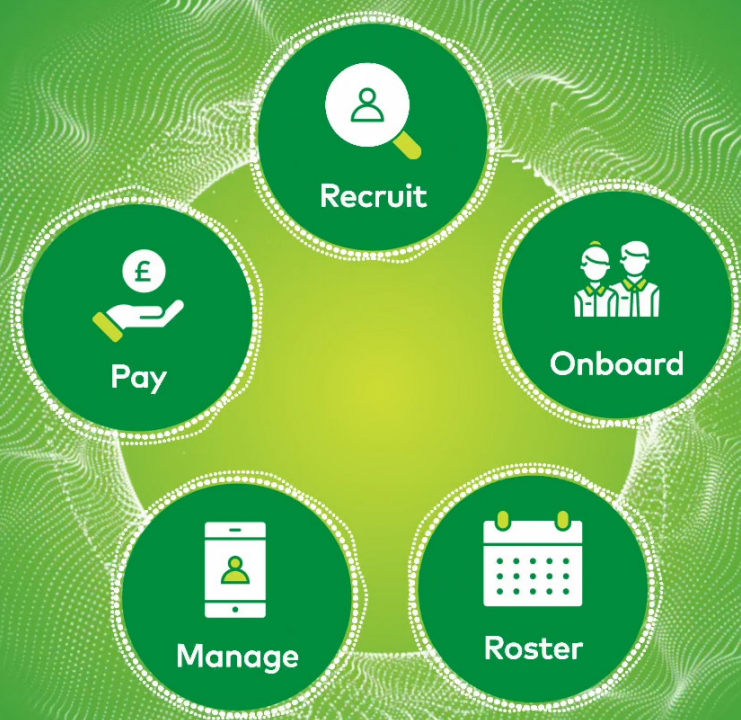
With Roubler, your workforce management process becomes simply seamless, reducing the administrative burden by up to 81%.

Drive lasting change

At a time when so many businesses are undergoing digital transformation, we are helping to shape the workforces of tomorrow.

By harnessing the latest artificial intelligence (AI), machine learning and automation, we provide a depth of insight and intelligence that is unparalleled.

We are committed to constant improvement, so you can stay at the forefront of workforce management no matter what challenges you face, now and into the future.

All your workforce management needs, together in one system

Roubler brings together everything you need to recruit, onboard, roster, manage and pay your staff in one seamless system – uniting your workforce management systems and processes.

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Mobile technology to drive engagement

Focus on employee experience

Your people are the lifeblood of your business: research shows that hospitality businesses who focus on employee experience are more likely to perform better financially.

As a result, forward-thinking employers are investing in technology to enhance the employee experience. For shift workers, streamlined workforce management can have a huge impact on how they feel about their employer – and can lead to frustration if it's not done right.

Provide immediate access

Employees don't want to spend unnecessary time and energy checking their roster, organising their shifts or requesting leave.

They expect to be able to undertake work-related tasks from their mobile device – in the same way they do in their personal lives. This extends across all HR-related matters such as expense claims, employee benefits, clocking in and health checks.

Communicate effectively

Employees want to feel like they're being kept in the loop of what's going on in the business. Keeping them informed about new policies and procedures and making sure they are equipped with the information they need to do their job a must.

That's where mobile technology can help, giving staff easy access to the right information all in one place, and enabling timely communication as changes occur.
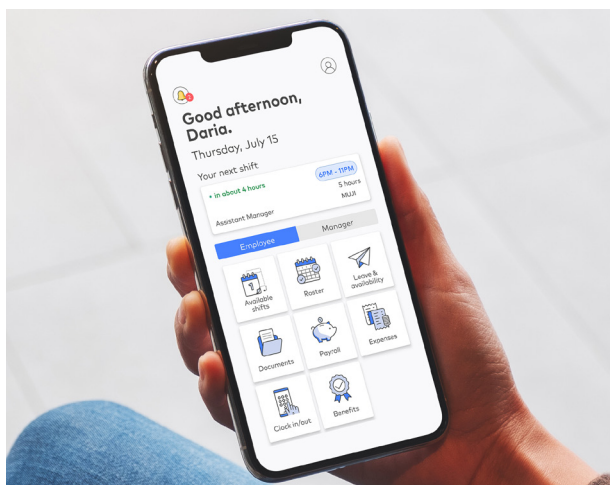
Put the power in the hands of your people

We manage our lives on the go more than ever before, which is why it's important to provide your employees with a mobile app

This is especially important in sectors like hospitality, where people aren't typically sitting at desks and need to be able to access work-related information on the go.

All-in-one workforce management

Roubler is a unique workforce management solution trusted by hospitality businesses all over the world including MAC, WHSmith, Estee Lauder, Guess and MUJI.

We'll help you to recruit, onboard, roster, manage and pay your staff, all while providing data clarity and real-time analytics across every aspect of your workforce.

We bring you true peace of mind, knowing that Roubler's always-on compliance and risk management tools are with you every step of the way.

By harnessing the latest AI, machine learning and automation we are providing a new depth of insight and intelligence, and shaping the hospitality workforces of tomorrow.
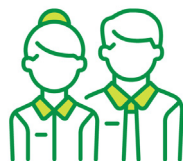
Want to find out more?

Call us on +61 1300 833 137
or email info@roubler.com

Recruit

Find and attract the very best talent to join your team.

Onboard

Automate employee onboarding and go paperless.

Roster

Create an efficient roster at the click of a button.

Manage

Manage time and attendance, expenses and so much more.

Pay

Enjoy peace of mind with built-in compliance.

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Find out more

Want to discover more about uniting your workforce management processes?

Call us on +61 1300 833 137
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