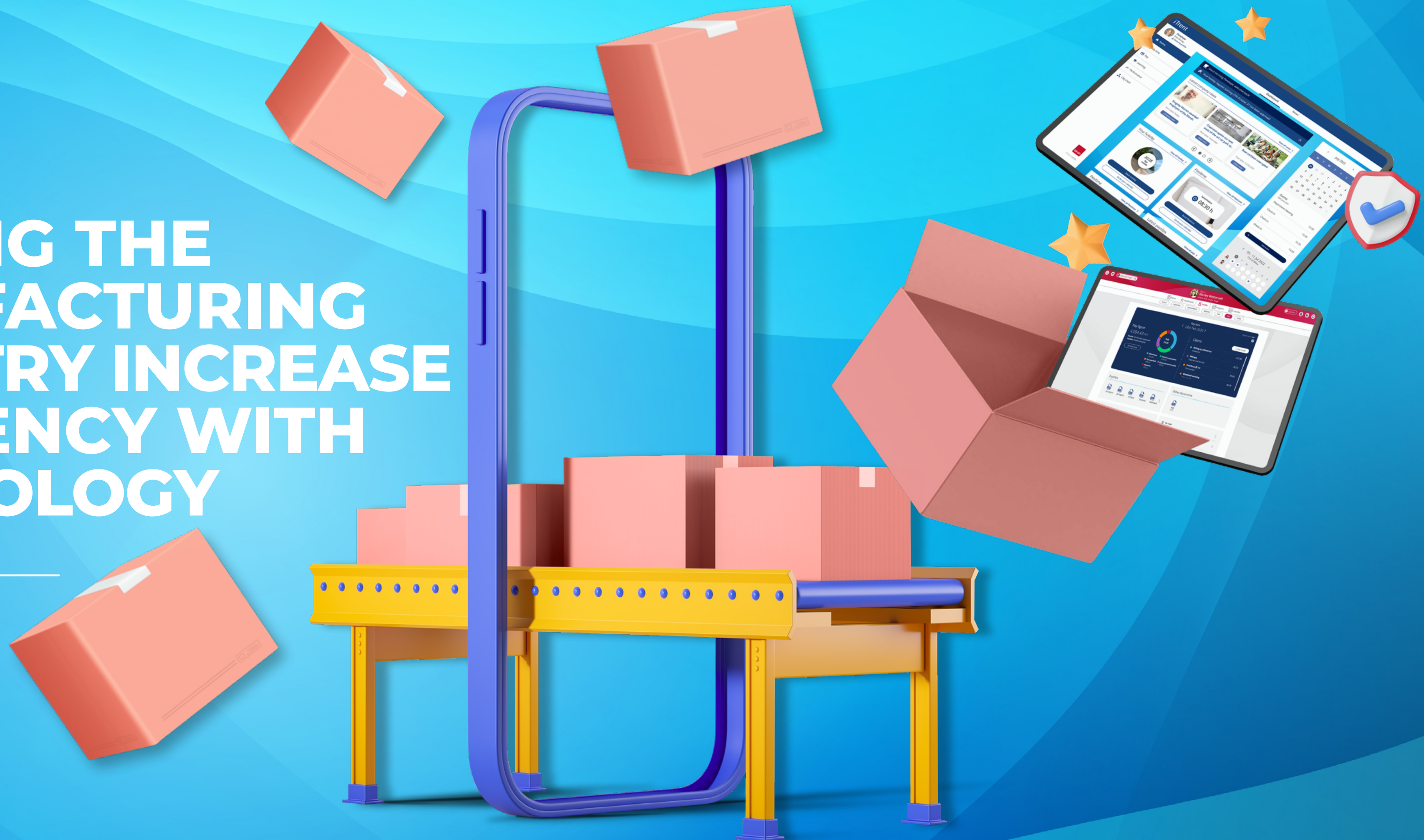




HELPING THE MANUFACTURING INDUSTRY INCREASE EFFICIENCY WITH TECHNOLOGY



ADDRESSING STAFF SHORTAGES

It's hard to miss the headlines. Every industry is struggling with recruitment and retention, fuelled by 'The Great Resignation'. Manufacturing is one of the harder hit industries, and with increasing demand as well as a turbulent supply chain, you need reliable people and a reduced turnover of employees to meet your objectives.

It's time to explore how the right people systems covering the crucial business areas of HR, payroll and finance can support teams and offer essential relief to manufacturing businesses.

Nottingham City
Transport

 **DEE SET**
COMPLETE RETAIL SOLUTIONS

 **ARRIVA**


VolkerWessels



PLACING PEOPLE AT THE HEART OF YOUR OPERATION

The appeal of a warehouse operative or shop floor career in the manufacturing industry is at an all time low, with factors such as poor pay and working conditions being key contributors. This isn't really news with companies like Amazon shamed in the news for their scrutiny of workers and fears about leaving the floor for toilet trips.

Staff shortages aren't a new challenge but they have been heightened by Brexit, the pandemic and the war in Ukraine. As more organisations look to raise salaries to compete for candidates, it's important that HR teams review all aspects of the employee experience to avoid being caught in an unsustainable cycle of short-term gains.

Key considerations include:

- Building a supportive culture that helps you stand out
- Addressing skills gaps so you can retain talent and attract new people
- Positioning your organisation as an employer of choice



HR AND PAYROLL SYSTEMS

The right HR and payroll systems can help with this, from seamless recruitment and onboarding, to managing training and development and automating processes to remove laborious and time-consuming admin.

TOP 5 BENEFITS OF THE RIGHT HR AND PAYROLL SOLUTION FOR RECRUITMENT



OPTIMISATION

Quick, clear and concise processes to secure talent and align to the expectations of a younger, digitally minded talent pool.



RECRUITMENT SUPPORT

Ensuring paperwork, legislation and right to work documentation is stored centrally, against candidate and employee records.



TRAINING

Bespoke online and in-person training courses which can be easily accessed as and when required.



EMPLOYEE SUPPORT

Managing compliance, monitoring and tracking mandatory training and providing advance notification of any expiry dates via alerts.



IMPROVED COMMUNICATION

Opens more collaborative communication channels and avoids disengaging a mobile workforce.

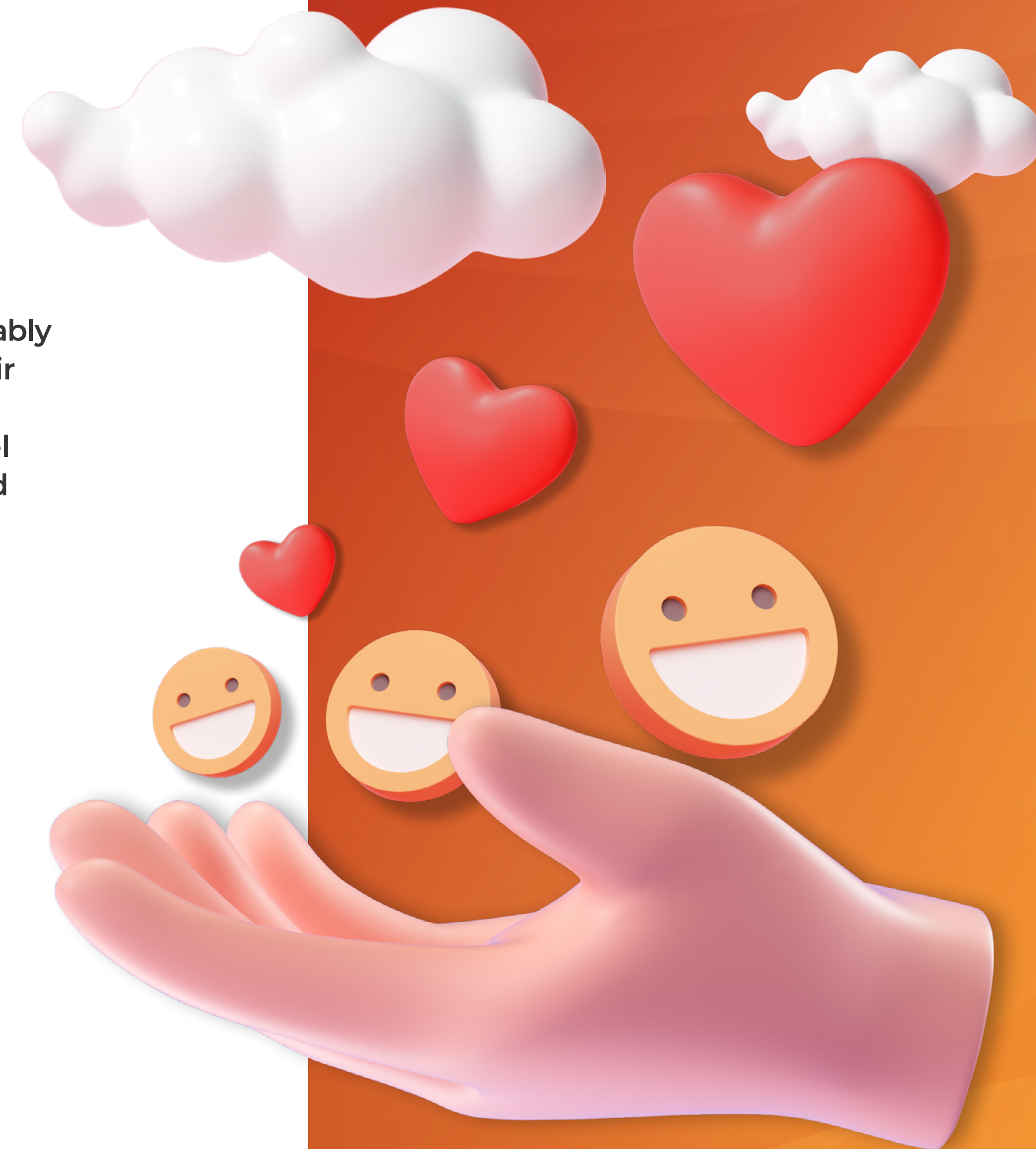


ENGAGING AND RETAINING YOUR WORKFORCE

Retaining employees is never easy. But with a 37% employee turnover rate, considerably higher than the UK average, manufacturing organisations need to reconsider their engagement strategy. With a reliance on agency workers for short-term support, HR professionals need to act now to hold on to all their employees, ensuring they feel valued and supported at all times and are reminded of the benefits of being employed by you.

Strong and regular communication is critical in engaging and managing a disparate workforce. This will ensure employees are aligned to company goals and have quick and easy access to:

- Training and development
- Company news and updates
- Recognitions for good work
- Regular check-ins with management to track progress
- Systems for holiday bookings and payslips



TRUST AND ENGAGEMENT

All this will help foster a culture of transparency, trust and engagement across disparate sites.

TOP 5 BENEFITS OF THE RIGHT HR AND PAYROLL SOLUTION FOR RETENTION



IMPROVED ONBOARDING

Speeds up and creates a smoother onboarding process for a better candidate experience.



ACCURATE PAYROLL

Use of geolocation enables employees to clock in and out anytime, on any device to input their hours and send straight to payroll, ensuring accurate and fast payments.



INFORMATION SHARING

Aids communication by providing a central store for company news, policies, documents, and legislation. All accessible remotely through any smart device, 24/7.



ONLINE TRAINING

Intuitive platform where courses are consumable in bite-sized chunks at a time that suits the individual.



NOTIFICATIONS

Send policies and training requirements, with notifications to show when they're read and automatic storage against employee records to reduce HR admin.



THE ROLE OF HR AND NEW TECHNOLOGY

To find solutions to these workforce challenges, HR professionals need to utilise their people data. By leveraging analytics and business intelligence tools as part of the HR and payroll solution, organisations can quickly analyse their data at any given time, enabling them to get a clear picture of the situation to make informed strategic decisions.

Organisations that invest in these solutions will improve processes, reduce risk and with better data, ensure that their business is in the best shape to tackle the challenges they face.

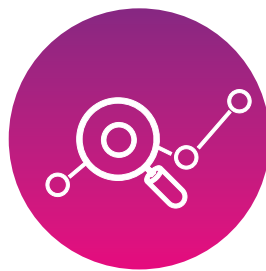
A key part of this is ensuring that your people processes and systems are integrated to produce one source of truth for you to gain insights. Does your Time and Attendance or Workforce Management tools pass data to payroll records? Does your training link straight to HR?

You don't need an ERP, just the right integrations with a best of breed supplier to ensure all your systems work exactly as you need them to, with automation to remove repetitive data entry, ensuring accuracy for your insights and reporting.

Speak to us today to find out more about how our software can help attract, retain and manage your workforce.



TRANSFORM YOUR PROCESSES WITH OUR END-TO-END SOLUTION:



ACCURACY

Facilitate accurate and reliable forecasting and budgeting



FLIGHT RISK

Identify flight risks before vital skills are lost



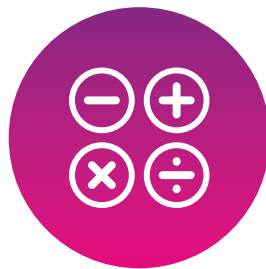
COMPANY HEALTH

Provide a full holistic view of the company's health



AUTOMATION

Eliminate paperwork and automate manual admin tasks



COST

Calculate the cost of new hires



RETIREMENT

Account for retirement



WORKFORCE

Control your workforce cost



PLANNING

Plan for challenging periods in advance

Speak to us today to find out more about how our software can help attract, retain and manage your workforce.





ABOUT MHR

MHR International Group is a global software and consultancy company specialising in HR, payroll, finance, employee engagement, learning and analytics, and artificial intelligence services. We maximise employee engagement, generate better data insights and improve efficiencies for over 1,300 companies, ranging from SMEs to large multinational corporates across both the public and private sectors.



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