



Synerion Hospitality Scheduler

Synerion's Scheduler for the Hospitality Industry

Synerion's scheduler for the hospitality industry addresses the main challenge faced by labor-intensive hotels: controlling labor costs without compromising the quality of service. The Synerion Hospitality Scheduler enables you to effectively manage and streamline your workforce, while at the same time increase employee productivity and maintain guest satisfaction, without jeopardizing the hotel's financial performance.

Cost-effective Planning

The Synerion Hospitality Scheduler's planning capabilities enable managers to generate schedules against budgets that were created based on variables such as expected occupancy levels, seasonal variations, and booked events, to prevent situations of overstaffing and-or understaffing. It also takes into account individual employee availability, budgetary considerations, labor regulations, and the specific needs of each department and location.

Synerion's Hospitality Scheduler system enables:

- Comparison of planned budget to the schedule, to identify deviations and discrepancies at the departmental level, including various budget deviation indicators before they occur.
- Reduction in overtime expenses.
- Prevention of penalties for non-compliance with labor laws by means of an alert engine.

Synerion's integrated and comprehensive solutions for the hospitality industry address such issues as planning and scheduling, employee time and attendance management, absence management and more. These solutions enable organizations in this sector to find the right balance between customer satisfaction and operational costs for the achievement of more profitable results.

Key Benefits of Synerion Hospitality Scheduler:

- **Ability to identify gaps between the budget forecast and planned schedules** before deviations occur, including an indicator to display discrepancies and deviations to allow for corrective action
- **Reduction of labor costs** – The scheduler offers a list of recommended employees based on rate, hours worked and vacation balance, in order to provide managers with the "entire picture" and support scheduling decisions
- **Reduced risks and prevention of penalties** by means of:
 - Total compliance with labor laws, regulations and agreements
 - An alert engine to warn of deviations from work hours, number of shifts, rest time between shifts, number of consecutive days worked etc.
- **Reports** and data export to Excel.

Emp No	Emp Name	Vacation Balance (Days)	Hrs Left to Month End	Hourly Rate	Hours	Cost	Base No.	Mo	Tu	We	Th	Fr	Sa	Su
1078	SHEPPERD MATT	4.50	88.30	10.80	52.30	1590.75	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1106	BERNIE DAVE	8.00	77.00	7.00	52.30	1590.75	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1115	ROCCA LUISA	18.00	20.00	20.10	54.15	1643.78	32	15:00	23:00	15:00	23:00	15:00	23:00	15:00
1122	FAZIO MERCEDES	11.00	26.00	15.50	52.30	2514.75	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1129	MONROE JANICE	7.00	56.50	12.00	54.15	1643.78	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1131	SMITH JOSEPH	10.00	100.50	12.00	54.15	1643.78	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1133	SMITH JOHN	30.50	26.10	17.00	54.15	1643.78	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1136	HILLMAN JAKE	11.00	10.20	7.00	54.15	1643.78	32	15:00	23:00	15:00	23:00	15:00	23:00	15:00
1138	SAMRAT GIUANNO	4.00	111.00	10.80	54.15	1361.68	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1140	CARTIER SHIRLEY	2.50	50.20	15.50	54.15	1361.68	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1141	FERRERELL DENNY	7.00	98.00	25.50	54.15	1643.78	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1142	HUSTON GRACE	12.50	14.10	12.00	54.15	1643.78	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
1144	MARKOVIC Zuzana	4.00	21.50	10.80	52.30	1317.75	31	7:00	15:00	7:00	15:00	7:00	15:00	7:00
Total/day(Hrs.)						698.15		55.45	88.45	89.45	89.45	89.45	89.45	89.45
Total/day(\$)						21249.76		3224.62	3224.62	3224.62	3224.62	3224.62	3224.62	3224.62
Budget (\$)								3500	3000	3000	3000	3000	3000	
Budget Excess (\$)								465.2	1100	1100	1100	1100	1100	

Shift	Headcount	Budget	Scheduling
Shift 1	2/3	6/6	3/2
Shift 2	1/2	1/2	3/3
Shift 3	4/6	2/2	4/4
Shift 4			
Shift 5			

Workforce Management Synerion Hospitality Scheduler

Main Features

Planning based on expected demand	<ul style="list-style-type: none"> Defining staffing requirements based on expected occupancy rates, seasonal variations, and day of the week Defining necessary coverage based on the ratio of required staff per number of covers/ rooms / guests / etc. Planning the number of staff required for special events, such as weddings and conferences.
Building a budget	<ul style="list-style-type: none"> Daily planning of number of hours required and their cost based on expected demand Budget for the entire hotel or for specific departments, reflecting overtime Comparison between the budget and the cost of scheduled work hours to allow for immediate corrective action if needed.
Scheduling	<ul style="list-style-type: none"> Ability to create schedules based on system recommendations, taking into account: <ul style="list-style-type: none"> Work hours performed to date – information obtained from the Synerion TimeKeeper attendance system Vacation balances – information obtained from the Synerion Absence Management system Workers' hourly rate – information obtained from the Synerion Time Costing system "Recommended employees" option highlights selected employees Assigning employees to shifts dynamically or according to fixed patterns, including the possibility of rotation Option to plan split shifts and absences Ability to move employees between departments Clear display of planned work hours allowing comparison between employees for balancing the load distribution Comparison between planned schedule and budget in terms of hours and their cost, including the display of all deviations Alerts on deviations from the volume of allowed work hours, number of shifts, rest hours between shifts, number of consecutive work days, and additional user-selected definitions.
Planned vs. actual	<ul style="list-style-type: none"> Comparison of budget vs. planned schedule Comparison of budget vs. actual (work hours and cost) Comparison of planned schedule vs. actual (work hours and cost).
Additional capabilities	<ul style="list-style-type: none"> Ability to pay employees for work hours scheduled rather than for actual hours of attendance via Synerion TimeKeeper system Option to convert potential overtime to a day off, subject to supervisor's approval via Synerion Absence Management system Transfer of data to the payroll system.
Support for hospitality chains and dispersed sites	<ul style="list-style-type: none"> Budget support for individual hotels (multi-property) Ability to compare various hotels in terms of work hours, costs, deviation from budget, and more Comparison of similar departments at different hotels Multilingual support for international chains, including working simultaneously in two languages Compliance with local labor laws and regulations.
Solution architecture	<ul style="list-style-type: none"> Environment: WIN 2003/2008 Database: SQL 2005 or higher.

For additional information:

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