

Integrated HR and Timekeeping for Construction

Get Real-Time Visibility into Labor to Help Improve Your Bottom Line

As technology rapidly advances within the construction industry, one element remains as critical as ever: your people. But as the scope of the industry changes, the needs of the workforce become more complex as they expect to have data available in real time and receive in-the-moment feedback on requests. If construction companies want to attract and retain engaged employees, they must incorporate people-centric technology to drive productivity for better business outcomes.

Kronos® for Construction can help. Our integrated solution incorporates time-keeping and HR tools all in one unified solution, so you can have the visibility you need to make proactive decisions, minimize compliance risk, and attract and retain a skilled workforce.

Easily manage complex pay rules

From per diem to prevailing wages and operator wages, it can be difficult to manage many different types of pay — especially when you consider union rules as well. Kronos has solutions that are robust enough to handle and automatically account for various types of pay rates. Our tools can manage complex union requirements with data that can be used to minimize compliance issues and help negotiate better union bargaining agreements. With a Kronos solution in place, construction companies can ensure employees are always paid correctly — while avoiding compliance fines and consistently adhering to union regulations.

Attract and retain qualified workers

As a majority of workers approach retirement, many construction organizations are struggling to find replacements due to the amount of time it takes to fill and train for open positions. Without a good succession plan in place, a company can experience a lack of skilled workers. Kronos for Construction tools help attract and retain top-notch employees by giving potential job candidates a streamlined experience. Once employees are hired, they can onboard and get to work quickly and seamlessly with the help of Kronos human capital management technology — but it doesn't end there. As important as it is to hire top-notch talent, Kronos believes it is equally important to retain employees. That's why Kronos offers modern solutions to your workforce that enhance the employee experience, allowing your people to work their way with technology that aligns with the experience they expect.



Key Benefits

- » **ATTRACT AND RETAIN** skilled workers
- » **GAIN REAL-TIME VISIBILITY** into labor costs
- » **APPLY COMPLEX PAY RULES** automatically to avoid compliance issues
- » **TRACK EMPLOYEE CERTIFICATIONS** to help keep workers safe



Support a safe working environment

Safety and its associated costs are major concerns within the construction industry, and it can be difficult to determine and track the safety certifications of potential job candidates and existing employees. With a Kronos solution, you can rest assured knowing you can easily track employee certifications — and be notified when a certification expires.

Additionally, it's important to ensure that employees are not overworked by taking their preferences into account when building schedules — and that only employees with up-to-date training certifications are scheduled to work. With Kronos solutions, you can be confident that you are supporting a safe environment for employees with comprehensive scheduling and detailed records in the event an issue arises.

Gain visibility with integrated solutions

Using multiple siloed solutions for all your workforce management processes can leave room for error and result in the need to complete multiple separate and tedious tasks — rather than having all your information streamlined into one system. Kronos offers a comprehensive suite of solutions on a single platform — keeping all of your data in a single location for your workforce needs. When leveraging a single solution, you'll get real-time insight into data, allowing your organization to make more proactive decisions. And with increased visibility into projects, you can complete more projects on time, drive better productivity, and minimize costs for your organization.

Engage employees with modern technology

To build a skilled and productive workforce, it's important to engage your people with tools that provide a better employee experience. Kronos solutions offer employee self-service capabilities that give your people the option to provide preferences into schedules that work best for them. With the ability to streamline tasks — such as providing quick responses to time-off requests — your Kronos solution can help you deliver a better experience to help boost employee engagement and reduce turnover.

Improve business results through better workforce management

To stay competitive and boost your bottom line, you need a better way to manage your workforce while keeping them engaged and productive. Now more than ever, it is critical to attract and retain top talent to combat the coming skills gap. During a time when there is increasing demand on the construction industry, Kronos for Construction provides the automated tools and real-time information required to optimize your resources and build an engaged workforce for better business outcomes.

Put Kronos for Construction to work for you:
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