



**P R A X O N**

**I N F O R M A T I C S**

• People • Process • Productivity





**Welcome to the Future of Workforce Management**

**\*\* Tagging your Labour force to Productivity \*\***

Gain precise control over **Operations costs** and **Productivity**.

Staying on-budget takes more than guesswork – it takes total visibility and precision throughout your operation.

Manual labour-tracking processes are cumbersome, time-consuming, and prone to error, resulting in uncontrollable expenses that cut your profit margins.

*How can you make informed staffing decisions without reliable labour data?*



Experience the power of **real-time visibility** into labour and resources.

Tagging Workforce Activities with Production makes tracking all the elements of your shop floor easier than ever.

**PraxisTime** provides full visibility into productivity and labour events – helping managers and executives of manufacturing operations make real-time decisions that boost productivity, improve resource utilisation, and maximise profits.

**Analytics:** Now anyone can be a data scientist !!!





# The Evolving Role of Automation in **Managing Contract Labour**

Failure to optimise contract labour management may result in:

## **Direct financial losses due to:**

- Over-invoicing by contractors
- Contractor deployment of the same resource for multiple labour supply contracts or job-based contracts
- Contractor labour payment “leakages”

## **Indirect financial losses due to:**

- Need for additional employees to manage contract labour
- Lack of central visibility into the workforce — from the manufacturing unit level to the Chief Human Resource Officer
- Use of multiple, disparate methods and tools for managing contract labour processes across the organisation

## **Increased compliance and legal risk due to:**

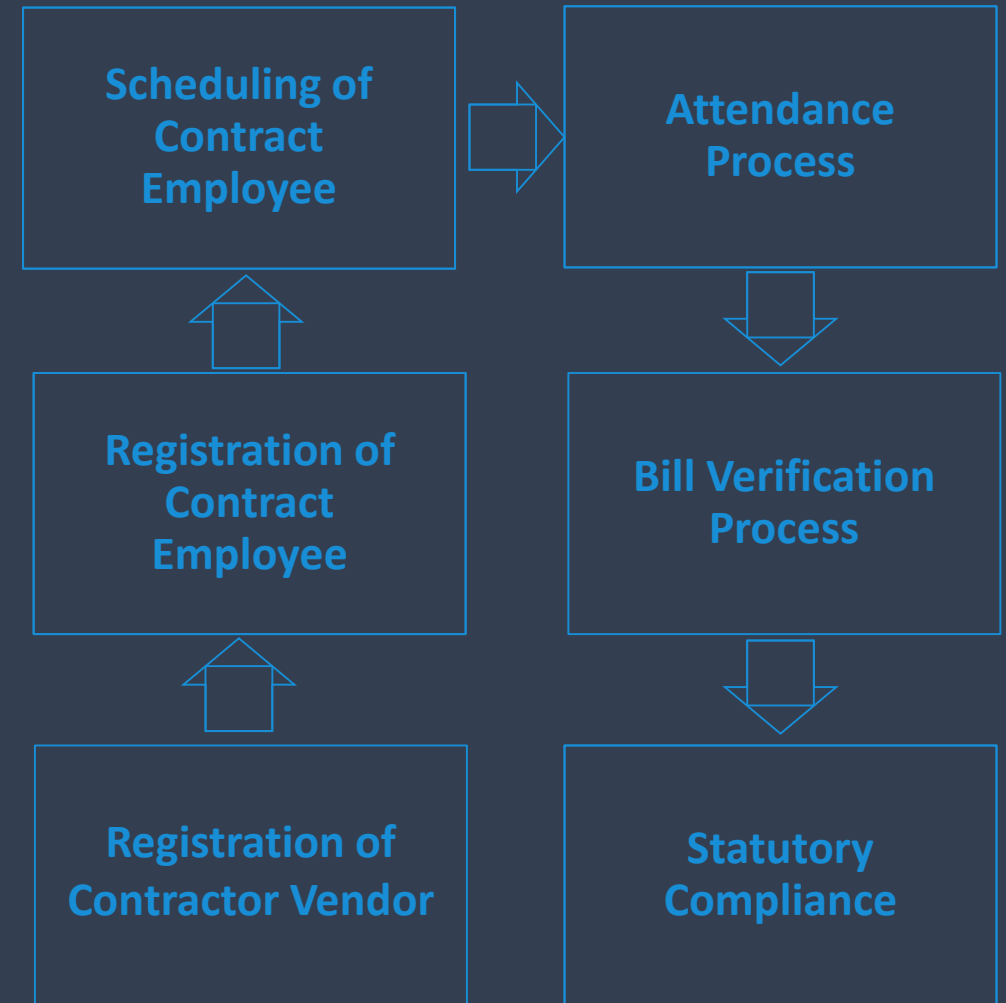
- Inaccurate salary payments
- Nonadherence to work rules such as overtime limits or consecutive shift policies
- Deployment of contract labour lacking the proper skills and certifications to perform a specified job



## Addressing Growing Contract Labour Management Complexity with **PraxisTime** :

### Benefits:

- Reduce contract labour costs through complete automation and enhanced visibility
- Leverage the contract workforce as a strategic resource to improve operational efficiencies
- Reduce contractor over-billing by accurately tracking workers' time and attendance
- Increase productivity by giving frontline managers access to real-time data for better decision making
- Balance productivity and costs by flexing the contract workforce based on current demand
- Minimise compliance risk with accurate interpretation of internal work policies and government labour laws

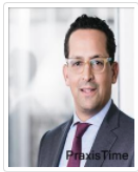


# HR - Employee Demographics

- Advanced employee information
- Maintain contract workers with the contractor details
- Auto Synch regular employees from existing ERP / Payroll system
- Job Change history
- Employee Manager relationship
- Manage biometric data for attendance / access control
- Custom Panels to capture industry specific information

3436-Robert, Cwik M  Find Prev Next List Back

### Primary Information Edit

<u>Salutation</u>	<u>First Name</u>	<u>Last Name</u>	<u>Middle Name</u>	
Mr.	Cwik	Robert	M	
<u>Gender</u>	<u>Nick Name</u>	<u>Birth Date</u>	<u>ID Number</u>	
Male	Philip	6/7/1951	02800280	
<u>Employee Number</u>	<u>Badge Number</u>	<u>Primary Supervisor</u>	<u>Phone Number</u>	
3436	3436		1-541-754-3010	
<u>Email</u>	<u>Company</u>	<u>Pay Group</u>	<u>Time Rule</u>	
philip@praxistime.com	ABC Inc	Management	Default TimeRule	
<u>Status</u>	<u>Notes</u>			
<input checked="" type="checkbox"/>				

### Primary Job Edit

<u>Hire Date</u>	<u>Seniority Date</u>	<u>Effective Date</u>	<u>Pay Rate</u>
7/16/2014	7/16/2014	8/26/1985	35.10
<u>Exempt</u>	<u>Salaried</u>	<u>Default Shift</u>	<u>Department</u>
InActive	InActive	8A-5PM	MACHINE
<u>Location</u>	<u>Job Number</u>	<u>Job Code</u>	
New Jersey	OVERHEAD CNC	ACCOUNTING MANAGER	

### Supervisor Edit

<u>Supervisor</u>	<u>Employees</u>
<input type="text" value="First name"/>	<input type="text" value="First name"/>
<input type="text" value="Robert Cwik"/>	<input type="text" value="Robert Cwik"/>
	<input type="text" value="Werner Kyle"/>



# Time Tracking

- Real-time timesheet capture
- Job Costing breakup for each day
- Overtime and Shift premium pay
- Project costing module
- Track Actual time feature to detect non-productive hours.
- Custom workflow for capturing industry specific labour laws
- Capture time from Biometric devices / Mobile App / Desktop App/ Web App

The screenshot displays the Praxis TIME software interface. At the top, there is a search bar with the text "3436 -Robert, Cwik M" and a "Find" button. Below the search bar, there are navigation buttons for "Prev", "Next", "List", and "Back". The main header shows the "Timesheet" for "May 01, 2016" to "May 14, 2016". There are also buttons for "Prev Payperiod", "Next Payperiod", "Browse Payperiod", "Paygroup: 002", "Timerule", "DefTimeRule", and "Calculate".

The interface is divided into two main sections. The top section is the "Timesheet Summary" which shows a list of dates from Sun 05/01/2016 to Sun 05/08/2016. Each row includes columns for "Date", "Start Time", "End Time", "Units", "Notes", and "Actions". For example, on Mon 05/02/2016, the start time is 06:45 AM, end time is 04:15 PM, and units are 9.50. A detailed view of this entry shows a shift from 09:30 AM to 10:15 AM.

The bottom section is a "Weekly Summary" table for the date 05/14/2016. It has columns for "Date", "Class Code", "Pay Code", "Units", "Pay Rate", and "Gross Pay". The data is as follows:

Date	Class Code	Pay Code	Units	Pay Rate	Gross Pay
05/14/2016	MACHINE   New Jersey   OVERHEAD CNC   ACCOUNTING MANAGER	Regular	39.17	41.25	1615.76
05/14/2016	MACHINE   New Jersey   OVERHEAD CNC   ACCOUNTING MANAGER	Regular	28.08	35.10	985.61
05/14/2016	MACHINE   New Jersey   OVERHEAD CNC   ACCOUNTING MANAGER	OverTime	16.00	35.10	842.40
05/14/2016	MACHINE   New Jersey   OVERHEAD CNC   ACCOUNTING MANAGER	HOLIDAY	8.00	35.10	280.80
05/14/2016	MACHINE   New Jersey   OVERHEAD CNC   ACCOUNTING MANAGER	OverTime	2.75	41.25	170.16





# Scheduling

- Drag and Drop schedules
- Flexible Rotating schedules
- Access control to delegate scheduling at Manager level
- Track non – shift employees
- Real-time Absent / Late coming alerts
- Declare and track ad hoc leaves and in lieu working days

The screenshot displays the 'Praxis Time' Scheduling interface. The top navigation bar includes 'Home', 'Human Resources', 'Work Force', 'Scheduling', 'Attendance', 'Setup', 'Reports', and 'ESS'. A search bar and user profile 'admin' are also visible. The main content area is titled 'Person Schedules' and shows a search bar and a 'Find' button. Below this, there are filters for 'Paygroup' (001), 'From' (01-05-2016), and 'To' (31-05-2016), along with a 'Show Schedules' button and pagination controls (1, 2, 3, 4, 5). The main table lists employees and their schedules for each day of the week from May 1 to May 12, 2016. Each cell in the grid contains a shift name (e.g., 'Weekly Off', 'Shift1', 'Shift2') and a trash icon for deletion.

Name	Schedule Plan	Sunday May 1, 2016	Monday May 2, 2016	Tuesday May 3, 2016	Wednesday May 4, 2016	Thursday May 5, 2016	Friday May 6, 2016	Saturday May 7, 2016	Sunday May 8, 2016	Monday May 9, 2016	Tuesday May 10, 2016	Wednesday May 11, 2016	Thursday May 12, 2016	Fr M
0063 - James R. Moore	Sch2	Weekly Off	Shift1	Shift11	Shift2	Shift2	Shift2	Shift1	Weekly Off	Shift2	Shift2	Shift2	Shift2	
0118 - David R. Long	Sch2	Weekly Off	Shift2	Shift2	Shift2	Shift2	Shift2	Shift2	Weekly Off	Shift2	Shift2	Shift2	Shift2	
0225 - Emory R. Stern III	Sch1	Weekly Off	Shift1	Shift1	Shift1	Shift1	Shift1	Shift1	Weekly Off	Shift1	Shift1	Shift1	Shift1	
0280 - Philip M Di Giulio	Sch14	Weekly Off	Shift14	Shift14	Shift14	Shift14	Shift14	Shift14	Weekly Off	Shift14	Shift14	Shift14	Shift14	
0291 - Albert Lee Pyle	Sch8	Weekly Off	Shift8	Shift8	Shift8	Shift8	Shift8	Shift8	Weekly Off	Shift8	Shift8	Shift8	Shift8	
0296 - Joseph John O'Shea														
0318 - Ronald H Slesicki	Sch4	Weekly Off	Shift4	Shift4	Shift4	Shift4	Shift4	Shift4	Weekly Off	Shift4	Shift4	Shift4	Shift4	
0332 - Donald T Reese Jr.	Sch6	Weekly Off	Shift6	Shift6	Shift6	Shift6	Shift6	Shift6	Weekly Off	Shift6	Shift6	Shift6	Shift6	



# Leave Management

- Flexible Leave Policy
- Annual / Monthly / Lump sum / Days worked
- Automatic leave calculation on daily basis
- Workflow option to detect low Leave balance and turn the overflow to unpaid time.

CL-Ann-Dw-PP - CL-Anniversary-DaysWorked-PayPeriod

**Edit Leave Plan Setup**

<u>Code</u> CL-Ann-Dw-PP	<u>Description</u> CL-Anniversary-DaysWorked-PayPeriod	<u>Plan Start Date</u> 9/4/2012	<u>Plan End Date</u> 9/16/2099
<u>Service Units Measured By</u> Months	<u>Rollover Type</u> Anniversary	<u>Accrual Codes</u> Regular,OverTime	
<u>Taken Codes</u> Casual Leave	<u>Is Visible To Employees</u> <input checked="" type="checkbox"/>	<u>Accrual Include Weekly Offs</u> <input type="checkbox"/>	
<u>Accrue for Current Period</u> <input type="checkbox"/>	<u>Auto Add Employees</u> <input type="checkbox"/>	<u>Estimate Year End Balance</u> <input type="checkbox"/>	<u>Adding Balance to Plan</u>

Actions	Service Units	Accrual Rate	Accrual Calculation Method	Accrual Frequency	Maximum Leave Balance	Maximum Carry Over	Actions
<input button"="" type="button" value="Edit"/> <input type="button" value="Delete"/>							
<input button"="" type="button" value="Edit"/> <input type="button" value="Delete"/>							
<input button"="" type="button" value="Edit"/> <input type="button" value="Delete"/>							

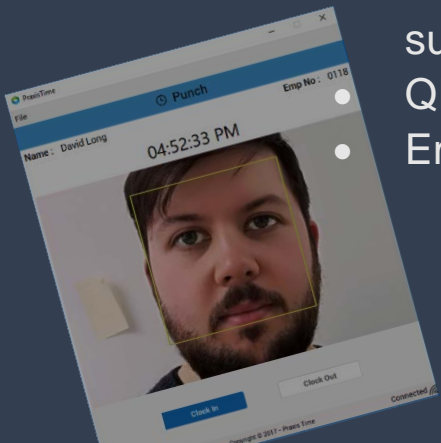
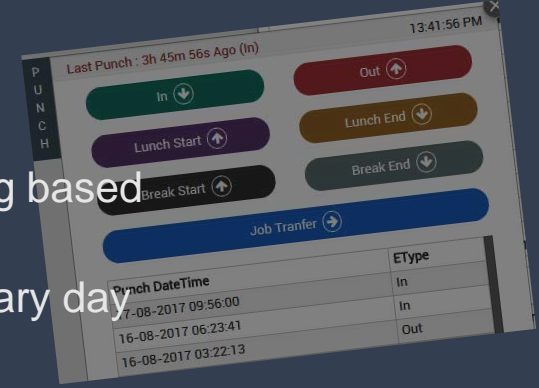
**Attendance Workflow**

<u>Negative Leave Upto</u> 2	<u>Allow Split Hours</u> True	<u>Exception Code</u> 00D0-Unpaid Time Off	<u>Status</u> False
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## PraxisTime Feature List:

- In / Out Board
- Automated HR/Payroll system Integration with API / CSV / SQL
- Shift Differential / Premium Shift Diff Groups - Premium pay
- Quick Punch (Clock in / Out Only) - Transfers
- Web - Time Clock Request Time Change
- Holiday Rules - Schedules check
- Task Scheduler - Alerts / Reports Email / File Export / Master imports
- Automated Time Distribution - Auto Time Sheet / Templates
- Desktop App with face detection - Offline support
- QR code based Job Tracking
- Employee Self Service
- Multi Group Scheduling - Scheduling based on Jobs / Position
- Holiday Rules - Birth day / Anniversary day posting
- OT Rules Job Costing / Transfers - Secondary jobs
- Job Costing / Transfers - Rate Override
- Expense / Reimbursement Module
- Mobile App with Face Detection - Offline support
- BI tool with Query Builder and custom reports
- Notification Services - Alerts
- Single Sign On (SSO) - AD
- Analytics
- Document Management
- Visitor Management



# Customer Success



Thank You