

# 5 WAYS TO INCREASE WORKFORCE PRODUCTIVITY

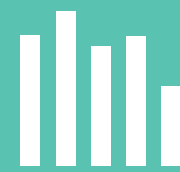
Labor can account for up to 50 percent of your total operating costs. With that in mind, it's not surprising that an unproductive workforce can hinder ROI. Whether it's from a lack of efficiency or high turnover rates, when your workers aren't engaged and performing at their best, it cripples your productivity.

**SO, HOW CAN YOU BOOST WORKFORCE PRODUCTIVITY?  
HERE ARE FIVE TIPS:**

## ESTABLISH AND TRACK KEY PERFORMANCE INDICATORS (KPIs)

Establishing and tracking KPIs gives you a baseline to measure performance against and allows you to identify areas that need improvement. After you determine what can be improved, define and enforce standards for hitting those metrics.

To start, it's best to choose a few metrics that are critical to productivity such as picking rate and picking accuracy.



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## REDUCE HUMAN ERROR WITH TECHNOLOGY

Although technology may come with an upfront cost, it generally provides long-term ROI by increasing speed and reducing errors. Barcode technology allows workers to confirm picked items or update inventory numbers five to seven times faster than manually inputting the data.

A goods-to-person conveyor system is helpful if your team picks more than 500 items an hour. The conveyor carries items in groups and workers pick the required quantity for an order.



2

## INVEST IN FRONT LINE MANAGERS

Your front line managers are an extension of your leadership team. They're the eyes and ears on the floor and the main line of communication between you and your workers.

Having a team dedicated to spotting and correcting issues in real time reduces costly performance and safety errors. Front line managers also provide performance coaching to help workers adjust their approach if they're falling behind in meeting the established KPIs.



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## OFFER PERFORMANCE INCENTIVES

Offering incentives and rewarding high performers is another way to drive productivity. Rewards such as paycheck bonuses, free lunch or extra time off gives workers more motivation to exceed their performance goals. In fact, some companies experienced a 20% productivity increase after implementing rewards.



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## PARTNER WITH A STAFFING FIRM

If you don't want to bog yourself down with the above steps, consider a staffing partner. Staffing providers offer a wealth of knowledge in workforce management based on a company's specific needs. An experienced staffing partner will source, recruit, train and manage your workforce so you can focus on running your operation. Choosing a partner that has an onsite presence is especially important if your goal is boosted productivity.



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