ICRON | WFM

Empower
Your Shift Planners

Free up your planners to lead, innovate, and achieve—while we handle the scheduling.

Retail | Healthcare | Facility Management | Hospitality | And Beyond

ICRON WFM is an advanced employee scheduling solution that brings precision, efficiency, and flexibility to shift-based organizations.

From predicting labor demand to adapting effortlessly to last-minute changes, ICRON WFM makes employee scheduling effortless—freeing you to focus on growth.

How we do it: With advanced planning algorithms, ICRON WFM automatically transforms complex labor and operational data into optimized, compliant, and effective schedules—achieving results manual processes simply can't.

WHAT WE DELIVER: THE ICRON WFM VALUE CHAIN

Enthusiastic Employees >	Better Customer Experience >	Higher Service Levels >	Increased Profitability
Empowered by dynamic, fair schedules.	Motivated staff provide exceptional service.	Efficient staffing meet customer demand.	Optimized workforce boosts revenue and reduces costs.

CORE FUNCTIONS

Employee Scheduling: Automatically generate optimized shift schedules that ensure balanced staffing, compliance, and service quality.

Workload Management: Use data-driven labor forecasting to match staffing levels to real-time demand.

Task Management: Automatically embed and prioritize essential tasks within shift plans to ensure optimal service levels and effective resource use.

Attendance Tracking: Monitor clock-in and clock-out times, quickly address disruptions, and prevent over- or understaffing.
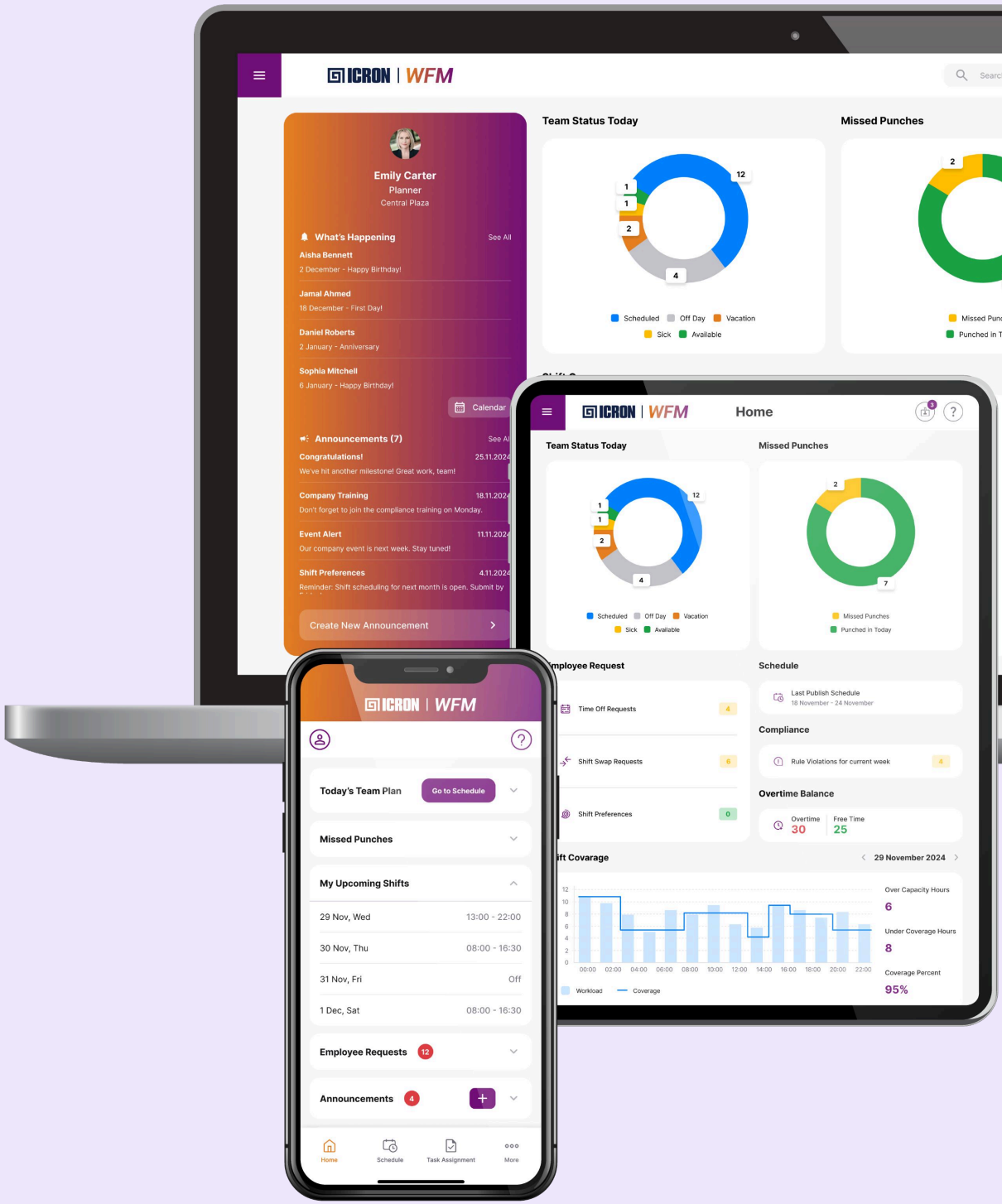
Dynamic Rule Management: Set custom scheduling rules by department, role, and contract types to ensure to fair, compliant planning of shifts, rest periods, consecutive workdays, tasks, off-times, overtime, and more.

Compliance & Fairness: Automatically align schedules with labor laws, regulations, and company policies with built-in checks.

Reporting & Analytics: Gain insights into labor metrics, optimization, compliance, fairness, employee wellness, and productivity.

Self-Service Mobile App: Connect your team on a user-friendly app to manage shift swaps, time off requests, shift preferences, and real-time updates.

Integrations: Seamlessly connect with payroll, ERP, HRIS, T&A, and more—no coding required.

SMARTER SCHEDULING WITH STRONGER OUTCOMES

Today, data-driven workforce management is a system of differentiation and transformation. With ICRON WFM, you're not just managing every shift effectively; you're revolutionizing your workforce strategy.

Operational Gains

- Optimized resource use
- Cost savings
- Seamless compliance and fairness
- Higher service levels
- Increased productivity

Strategic Benefits

- Empowered managers
- Increased employee engagement
- Improved decision-making
- Operational excellence and resilience
- Maximized profitability

ICRON WFM Benefits the Stakeholders Collectively

Department Head
Achieve Operational Excellence

- Track key performance metrics, including employee utilization, productivity, cost efficiency, service levels, overtime, attendance, absence ratio, compliance, and fairness.
- View schedules across teams.
- Make data-driven short-term and seasonal staffing decisions.
- Minimize staffing gaps by reallocating resources:
  - Adjust work locations
  - Manage short-term transfers and staff-sharing.

Manager / Planner
Optimize Scheduling Efficiency

- Automatically generate optimal shift plans.
- Set flexible scheduling rules for roles, contract types, and departments.
- Respond instantly to absenteeism or workload changes.
- Monitor schedule adherence and report working times.
- Ensure compliance with labor regulations and rules with built-in checks.
- Handle employee requests from a single mobile app.
- Optimize overtime and labor costs.

Employee
Own Every Shift

- Manage work-life balance with the mobile app.
- View shift plans for yourself and your team.
- Get instant notifications for updates and announcements.
- Manage shift preferences.
- Submit shift swap requests.
- Request time-off.
- Enjoy fair shift distribution with more visibility and control.

Let's Work Together

	Basic	Professional	Enterprise
Scheduling			
Manual shift and break scheduling	✓	✓	✓
Absence management	✓	✓	✓
Compliance checking	✓	✓	✓
Auto schedule shifts and breaks		✓	✓
Manage overtime policies		✓	✓
Overtime equalization		✓	✓
Multi site shift scheduling			✓
Pool-resource management			✓
Build shift patterns			✓
Team scheduling			✓
Multi skill shift scheduling			✓
Attendance Tracking			
Time sheet visibility	✓	✓	✓
Attendance policy compliance	✓	✓	✓
Export shift plan with attendance data		✓	✓
Workload Management			
Manual workload data management	✓	✓	✓
Create weekly patterns	✓	✓	✓
Event tracking		✓	✓
Auto generate workload data			✓
Task Assignment (Add-On Function)			
Manual task assignment	✓	✓	✓
Auto assign tasks		✓	✓
Multi-skill task assignment (qualification based)			✓