



Incidents & Points

Do you know how much unexcused absenteeism is costing your business?

The Incidents & Points module for Attendance on Demand alerts you to employees whose absences are costing you... in terms of money, lost productivity, and employee morale. The Incidents & Points module accurately identifies attendance trends and helps you enforce absence management policies.

Encourage Good Attendance Habits

Points are assigned to specific attendance incidents such as tardy, early departure, unscheduled leave and others. Real-time point calculations are based on your organization's HR policies for fair and accurate enforcement. Points can also be used to reward conscientious employees and notify managers when positive events occur. You can satisfy management requirements and immediately inform employees, automatically and impartially.

Manage Incidents & Points Directly on the Time Card

The Incidents & Points module is fully integrated with Attendance on Demand so points can be seen directly on the time card, and time card edits result in real-time point adjustments. When an employee's attendance behavior triggers an event, the Incidents & Points module can automatically create warning letters to employees. It instantly records warnings and notifications in the employee's record. Incidents and trigger actions automatically become a part of the employee's time card and historical attendance records, and are available in a variety of reports.

At-a-Glance View of Employees with Incidents & Points

Managers can quickly get a company or departmental view of the accumulated incidents and points from the Daily Operations menu. Simply drill down to a closer look at employees who meet criteria such as more than 5 points or have received warning letters.



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Attendance on Demand is a hosted time and attendance system with full capabilities for labor management, scheduling, timekeeping, accruals, incidents, budgets, and more.

Pages: Time Card Pay Periods: Current Period Prev. Enpl. Allen, Christine A Next Enpl. Time Card Normal Location													
OH Department Warehouse- Supervisor KATHY ADAM													
Allen, Christine A (OH, Warehouse- Shipping, KATHY ADAM) Curr: 02/13/11 to 02/19/11													
Last Name	First Name	ID	Badge Location		Department	Supervisor	Hired						
Allen	Christine	1245	35867 OH		Warehouse- Shipping	KATHY ADAM	02/07/00						
Date	Schedule Start	End	Punches In Out		Hours	Location	Department	Workgroups Supervisor	From	To	Hours		
Feb-13	4:45	13:30	4:45	14:30	8:45	OH	Warehouse- Shipping	KATHY ADAM	4:45	14:30	9:15		
			3.00 Points										
Feb-14	4:45	13:00	4:45	13:00	8:30	OH	Warehouse- Shipping	KATHY ADAM	4:45	13:00	7:45		
Feb-15	6:00	21:00	5:55		0:00				5:55	5:55	0:00		
Feb-16	6:00	14:00											
Feb-17	4:45	11:45											
Feb-18	4:45	13:00											
Feb-19	4:45	8:02											

An employee leaving late triggers an incident flag on the time card.



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How the Incidents & Points Module Can Help

- Reduces cost by lowering unplanned absenteeism rates
- Reduces the need to secure replacement employees resulting in unnecessary overtime
- Fairly applies absenteeism policies
- Improves staff morale
- Accurately identifies absenteeism trends
- Supports a limitless number of absence management policies through flexible customization
- Triggers consistent and appropriate corrective events
- Notifies supervisors automatically when employee infractions occur
- Provides unlimited warning letter templates and many employee data fields for merging the employee attendance activity with your company form letters
- Provides historical record keeping and reporting of employee attendance habits
- Provides accurate point calculations and employee point balance detail
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Managers can override an automatically triggered event to account for special circumstances.