



We are Randstad Inhouse Services. Solutions powering industry. We are driving executive operations.

Operations

For most organizations, payroll is their largest expense. In fact, in most companies payroll accounts for 40 percent or more of total revenue. With a large percentage of your organizations' operating budget dedicated to workforce management, it is crucial for today's operations executives to effectively monitor, control and predict costs and ROI.

Yet, for most businesses, truly understanding what drives employee fit, performance, and productivity is elusive. Similarly, the task of forecasting and controlling labor costs can be equally daunting, particularly within the manufacturing, logistics and contact center environments. Companies operating in these sectors require tighter controls over training, productivity, quality, schedule adherence and risk mitigation. We have a solution.

Randstad Inhouse Services (RIS), a division of global staffing leader Randstad, helps companies with high volume staffing needs in logistics, manufacturing, warehouse and contact center environments by bringing careful planning, sophisticated software platforms, and ongoing reporting/metrics to rigorously analyze staffing utilization.

Cost Analysis and Forecasting

When you partner with RIS to oversee your high-volume staffing needs, a core component of our solutions includes a combination of deep HR expertise and knowledge, with technological capabilities. The result is real-time analytics and operational reporting to help you bring predictability to highly-variable labor costs, benchmarking to drive ongoing productivity goals, and measurements of efficiency.

Risk Analysis and Mitigation

One of the greatest threats to predictability and containment of labor costs is excessive workers' compensation claims. The ability to control workplace injuries and their associated costs can be a significant competitive advantage for companies. A key focus for RIS staffing partnerships is to create an environment that helps prevent injuries and encourages a healthy, safe worksite. Another important element is to create sustainable claims management initiatives by utilizing predictive modeling to help identify risks, costs and time spent on claims.

Customized Reporting, Metrics Drive Operational Excellence

Every organization is unique in their financial, operational and strategic business goals, so it's critical to connect their people practices with those business imperatives. HR data and analytics must offer real-time, deep insight into workforce strategies and outcomes, and ultimately must align to key business objectives. RIS staffing partnerships provide a quantitative framework in which investments in talent management are aligned with business results.

Simply put, we have the answers to "where is our organization going? And how will we get there?"

"In today's knowledge economy, up to 70 percent of an organization's value is based upon the skills and experiences of its employees. Yet for most businesses, there is simply no visibility into how well the company's biggest asset is being managed."

– Oracle White Paper 2012