



StaffingLogic 101

OVERVIEW

Most companies use a contingent workforce in order to increase flexibility and decrease costs. The irony is that the use of contingent workers has grown so fast and dramatically that many companies have not yet implemented reliable systems to track, measure, and report on this large expense item.

In a recent survey of Fortune 500 firms, 21% could not estimate their annual spending on contract labor. But staffing management issues are not restricted to spending alone; as the source for the design, development, delivery and support of its business systems as well as its products and services, the quality of the contingent workforce affects the company's overall performance. The bottom line is that staffing is much too important to be so loosely controlled.

Although organizations may differ in the way they approach staffing, each aspires to having a controlled, repeatable process for executing the sequence of transactions that produce a worker placement. StaffingLogic provides this in a system that allows organizations to be more efficient, more effective, and to reduce costs.

WHAT IT IS

- StaffingLogic is a web-based, vendor-neutral, vendor management system (VMS) developed by The Judge Group on a Microsoft platform and SQL Server 2000 database.
- The StaffingLogic suite is modular; users can select from the requisitioning workflow module, the electronic timecard module, and the vendor settlement module -- or use all three for end-to-end functionality.
- Designed primarily as a tool to be used by clients internally, we can also provide recruiters (to screen resumes) and system administrators (to operate StaffingLogic) in a "managed service" environment.

HOW IT WORKS

- Through a series of orchestrated events including transaction routing, messaging, and document sharing, StaffingLogic automates the routine transactions that occur every time a contract worker is sourced, hired, brought on board, and terminated.
- StaffingLogic applies the client's rules and protocols at each stage of the contract assignment lifecycle to enforce a standardized set of business practices.
- StaffingLogic can be configured to replicate the client's desired workflow, and it can be deployed in a centralized or decentralized sourcing environment.
- StaffingLogic can share key data with other business systems and applications, thereby avoiding redundancy and allowing clients to maximize their technology investments.
- StaffingLogic is hosted, maintained, and supported by The Judge Group. There is no software to install or maintain.

WHAT IT WILL DO

- Process automation lowers internal costs by producing a more reliable, streamlined set of controlled business processes with little wasted time and effort.
- StaffingLogic allows organizations to align, measure, and optimize its staffing vendors to produce more effective staffing results
- StaffingLogic reduces costs through pricing reductions achieved through spend consolidation, and by allowing users to respond to the factors that produce their total cost of ownership (e.g., pricing, hiring cycle time, assignment duration, worker quality, and turnover)
- StaffingLogic produces exceptional visibility into staffing activity, performance, and spending to aid decision-making and drive continuous improvement.