



Track and analyze cost components over time, providing valuable insights into labor management and cost-saving opportunities

Company Profile



MetroConstruct Inc. is a prominent construction firm known for its large-scale commercial and residential projects. The company prides itself on timely delivery and quality workmanship, employing a sizable workforce that often works in shifts and overtime to meet project deadlines.

The Challenge



MetroConstruct Inc. faced challenges in managing and analyzing overtime costs effectively. With multiple projects running simultaneously and a workforce operating in shifts, it was becoming increasingly difficult to track and control overtime expenditures. The company needed a solution to better understand the impact of overtime on budgets and to optimize workforce scheduling to reduce unnecessary costs.

Solution



MetroConstruct Inc. decided to utilize the UZIO AI Copilot to gain insights into overtime usage and associated costs. The AI Copilot was tasked with generating detailed reports on overtime hours and costs for the last six months, aiming to identify patterns and potential inefficiencies in workforce management.

Query and AI Copilot's Response



The HR team asked the AI Copilot, "**Generate a report analyzing overtime hours and costs for the last six months.**" The insights provided by the AI helped identify specific projects where overtime was highest, leading to a strategic review of project management practices.

AI Copilot Beta

Clear Chat

JD

You

Are there any notable fluctuations or trends in payroll expenses that require further investigation?



AI Copilot

After reviewing the payroll details for the specified period, here are some notable observations that may require further investigation:

- **Supplemental Wages Increase:** There was a significant increase in supplemental wages from the pay period ending Apr 22, 2024, to the pay period ending Apr 29, 2024. This is evident from the total supplemental wages rising from \$357.68 to \$3244.62, which then slightly decreased to \$2647.58 in the next bi-weekly pay period ending Apr 26, 2024.
- **Fluctuations in Total Net Pay:** The total net pay has shown fluctuations across the pay periods. It started at \$9186.5, increased to \$9634.87, and then slightly increased again to \$9952.76 in the bi-weekly pay period.
- **Variations in Total Payroll Cost:** The total payroll cost has also varied, starting at \$15211.09, increasing to \$15939.68, and then decreasing slightly to \$15418.44 in the bi-weekly pay period.
- **Changes in Total Employee Working Hours:** There's a noticeable change in total employee working hours across the pay periods, starting from 440 hours, slightly decreasing to 437 hours, and then decreasing further to 411 hours in the bi-weekly pay period.
- **Employee Payroll Cost Fluctuations:** Individual employee payroll costs have shown fluctuations, particularly for employees with supplemental wages. For example, Nicole Colwell's payroll cost increased significantly due to a large amount of supplemental wages in the bi-weekly pay period.

These fluctuations could be due to various factors such as overtime, bonuses, or other supplemental pay elements. It may be beneficial to further investigate these trends to ensure accuracy and consistency in payroll processing.

Outcome and Impact



Implementing the UZIO AI Copilot enabled MetroConstruct Inc. to effectively analyze and manage overtime costs. The insights provided by the AI helped identify specific projects where overtime was highest, leading to a strategic review of project management practices. As a result, the company was able to adjust its scheduling practices, which not only reduced overtime costs by 15% but also improved overall project efficiency and employee satisfaction. This strategic approach to managing overtime not only helped in controlling expenses but also reinforced MetroConstruct's commitment to maintaining a balanced work environment.

Conclusion: UZIO - The new age Payroll, HRIS Platform



The strategic deployment of AI technology allowed MetroConstruct to optimize workforce scheduling, aligning it more closely with project demands and enhancing overall operational efficiency. Consequently, the company not only achieved cost savings but also enhanced employee satisfaction by promoting a more balanced approach to work hours. This development strengthened MetroConstruct's position as a leader in the construction industry, known for its innovative management practices and commitment to employee welfare.

To Know More

Please scan the QR code or visit

<https://www.uzio.com/uzio-ai-copilot/>

