micros®

RES Labor Management

Human resources
has never been easier

Restaurant Enterprise Series (RES) Labor Management's (LM) powerful program supports the recurrent, high-maintenance requirements of employee data management. Its comprehensive modules help control your restaurant's labor resources to minimize cost and maximize productivity. RES LM allows you to maintain human resource's employee files, support payroll pre-processing, and create staff schedules. RES LM helps you schedule your staff when and where you need them, recognizing the employees' skills, as well as total hours worked to minimize the manager's time scheduling employees and reduce labor costs, providing more time for customers.

Handling human resource and scheduling information can be an arduous task. The concept of human resources conjures up images of piles of paperwork, the need for organization, and other time consuming chores. The convenient RES LM application wraps these otherwise tedious tasks in a simple, easy-to-use tool that is fully integrated with MICROS RES.

Features allow restaurant operators to intelligently schedule employees based upon calculated labor costs and forecasted labor needs to make your business run at maximum efficiency.

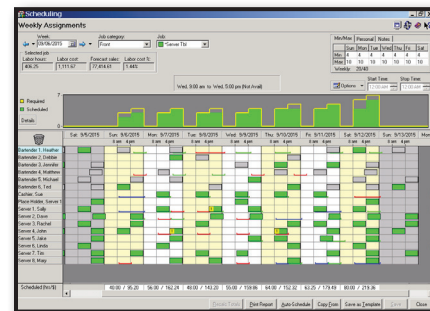# Maximize time spent with customers while minimizing labor costs

RES Labor Management's (LM) many features are designed to help you better manage the complex employee environment you face on a daily basis. Through RES LM, you can gain fast access to all critical labor cost factors. RES LM enables you to schedule employees efficiently to minimize costs while maintaining the proper staff to service customers to your business standards. RES LM even addresses overtime costs before they occur with an "approaching overtime" report.

Intelligent scheduling calculates schedule costs for regular and overtime hours. Labor cost percentages can be calculated by location, job, and job category. The intuitive tools help restaurant operators place the employee with certain skill sets at the correct stations. Easy-to-use graphical software allows adjustments to be made quickly by cutting, copying, and pasting items.

Integrated human resources management manages complete employee information including personnel data, I-9 documentation, and tax filing data for federal, state, and local agencies. Employee reviews, evaluations, and certifications can also be facilitated through RES LM. Schedule availability and requests are automated, allowing restaurant operators to clearly determine who can work when.

Intuitive forecasting uses historical point-of-sale (POS) information to project future budgets. Forecasting information is cross-referenced with a business's staffing potential to generate an accurate profile, reducing the stress that surrounds staffing requirements. Sales history is reviewed in 15 minute intervals to save on labor costs. RES LM utilizes key volume indicators, such as customer counts, transactions, and sales, to project labor needs. Special event history is tagged and stored to accurately forecast future events like holidays, community events, or weather.

Comprehensive payroll pre-processing supports payment of vacation, sick, and other earnings. This comprehensive tool assists with enforcing minimum wage rates, tip credits, and overtime regulations in addition to maintaining Child Labor Laws, including the school day calendar. Reports of hours worked, sales, and tips can be reviewed for each employee. Managers can make adjustments through reason codes.

Employee schedule filtered by job
from within RES Labor Management

Profit From:

- Preventative reports that warn users as employees approach overtime to save on labor costs
- Intuitive scheduling, matching employee skill set to station ensuring the best service for customers
- Automated payroll processing
- Accurate forecasting to staff the correct people for the right day of the week while factoring in special events

Find out more about how MICROS can help you grow

Get in touch with us for more information or to schedule a demo and consultation appointment.

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