Verme

2021

Workforce Management solution

About Verme

30+
clients

2016
since

4
countries

100+
cities

100 000+
serving employees

Industry expertise

In increasing labor productivity and efficiency of line personnel

Experience in implementing global WFM systems

(SAP WFM, Kronos) in biggest companies

High percentage of implementation

90% of clients after the pilot go to the project

Own WFM solution

on neural networks and GPUs, taking into account Russian specifics

Russian WFM market’s leader

more then 30 clients

Clients
in international holdings

Verme cases

Low-staff stores

Food

Пятёрочка
НАХОДКА

Household

askona
ТЕРРИТОРИЯ ЗДОРОВОГО СНА

Electronics

МегаФон

Fashion

BAON
SOKOLOV JEWELRY
PUMA
ZENDEN
Эконика
АЙКРАФТ ОПТИКА

HoReCa

KFC

Supermarkets

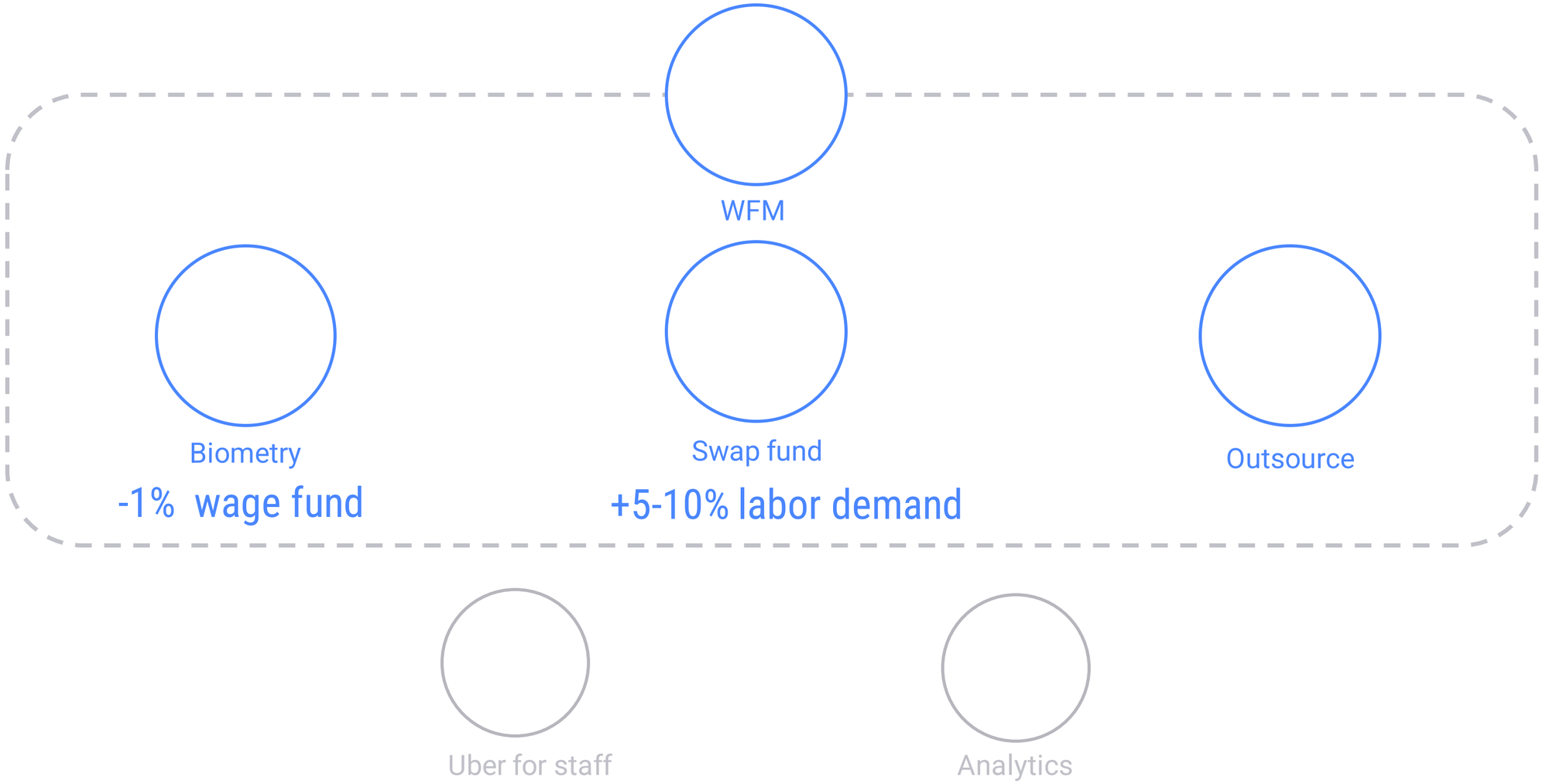
Перекресток
SPAR
БЫСТРОНОМ
МИРАТОРГ
ОЛИВЬЕ супермаркет
korzinka.uz
Чижик
PRISMA
ЭЛЬДОРАДО
М.видео нам не всё равно
5 ЭЛЕМЕНТ

Hypermarkets

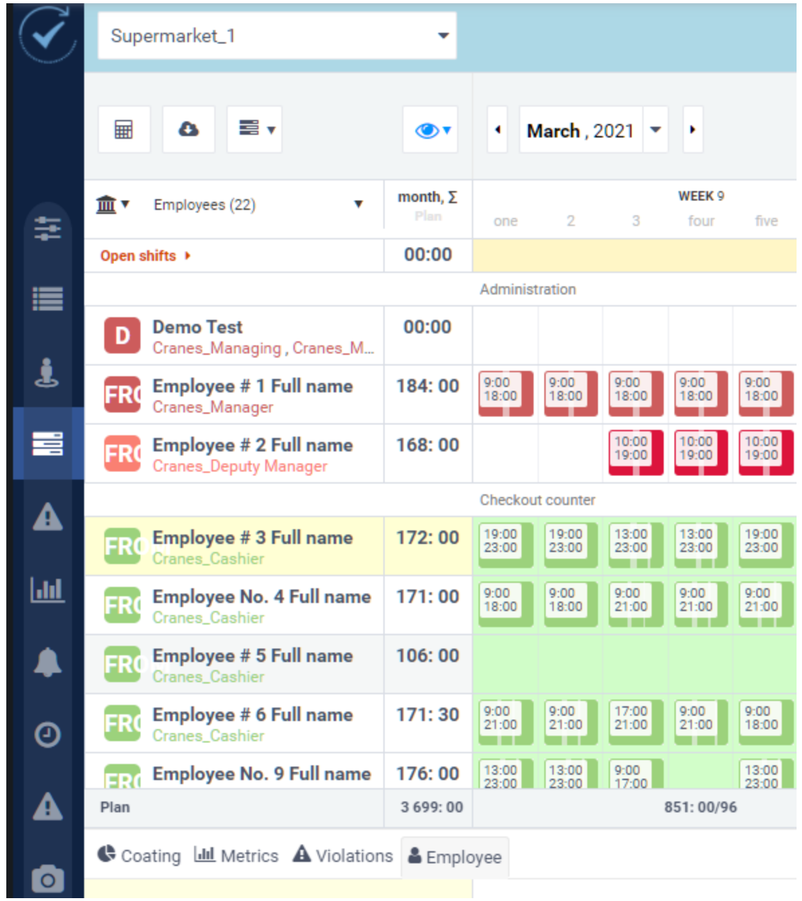
GLOBUS
magnum cash & carry
OBI
LEROY MERLIN
Hoff

Our services

-5..7%
Increase sales conversion rates



WFM



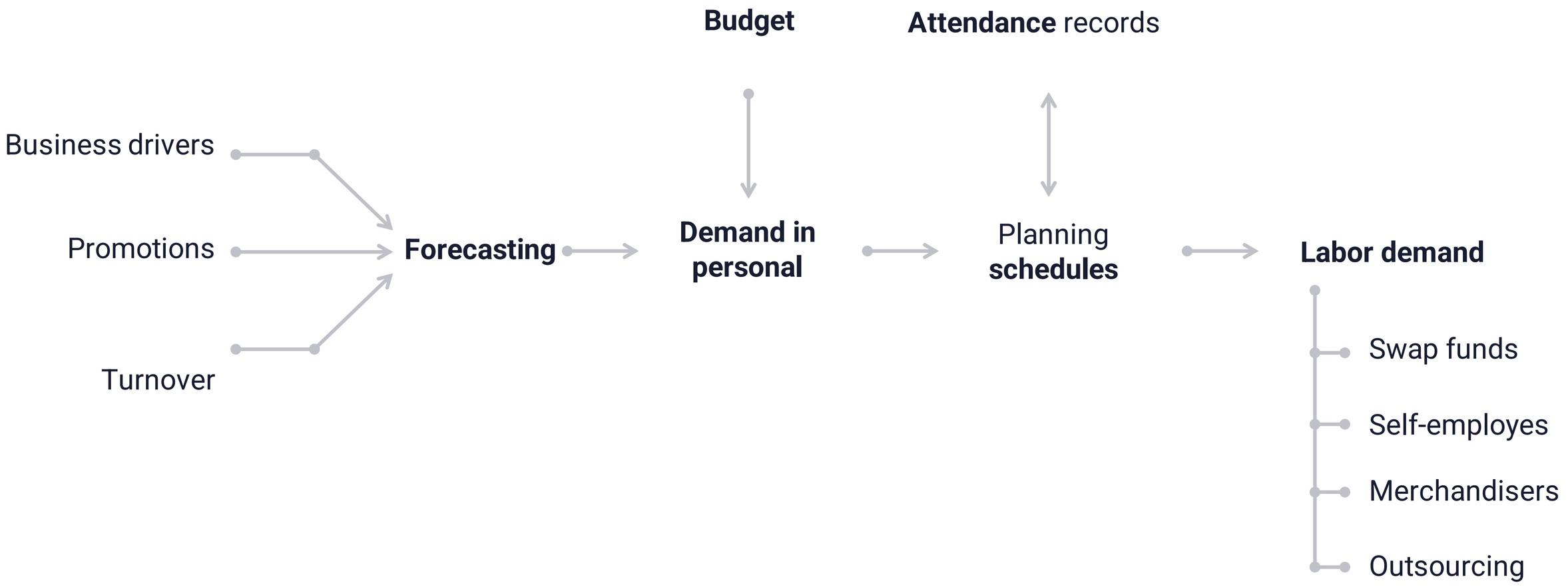
Demand calculation

- For each zone of the store
- Analysis of routine maintenance
- Based on the forecast of drivers and routine maintenance
- Considering the characteristics and parameters of the store

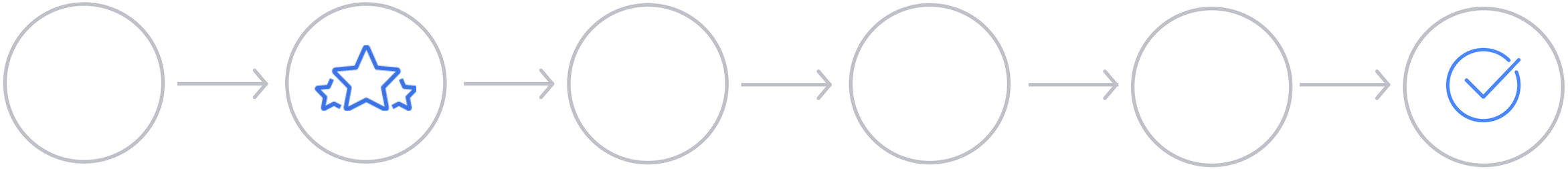
Generation of optimal timecard

- Accounting for business drivers
- Hour-level workload construction methodology
- External staff management
- Scheduling work schedules for internal staff

Solution:
how it works



WFM forecasting



Historical data

Accounting for holidays and promotions

Data normalization

Primary forecast

Influence of holidays and external factors

Forecast

WFM planning

Workload

Staff wishes

Employee experience
Work rules
Employee timecard

→ Primary schedule

→ Transitions between departments

→ Exchange of shifts

→ Outsourcing and merchandisers

→ Self-employed

→ Final work schedule

WFM:
cases

Case 1: Food

Project objectives

- Optimization of wage fund for line personnel
- Automated and integrated flexible staff scheduling system
- Improving the level of service (no queues, increasing the rating "Mystery Shopper")

+9%
Service level

-7%
Wage fund to turnover

550 million ₽
Saving wage fund annually

Case 2: Food

Project objectives

- Decrease in the ratio of wage fund to turnover
- Personnel scheduling automation
- Increasing transparency in time management

-15%
Wage fund to turnover

40 million ₽
saving wage fund annually

Case 3: Farmacy

Project objectives

- Increase in productivity hours (pcs/h)
- Reduction of wage fund in maintenance (rub.)
- Creation of a management tool (control /discipline)

5%
optimization of wage fund

+16%
increase in turnover

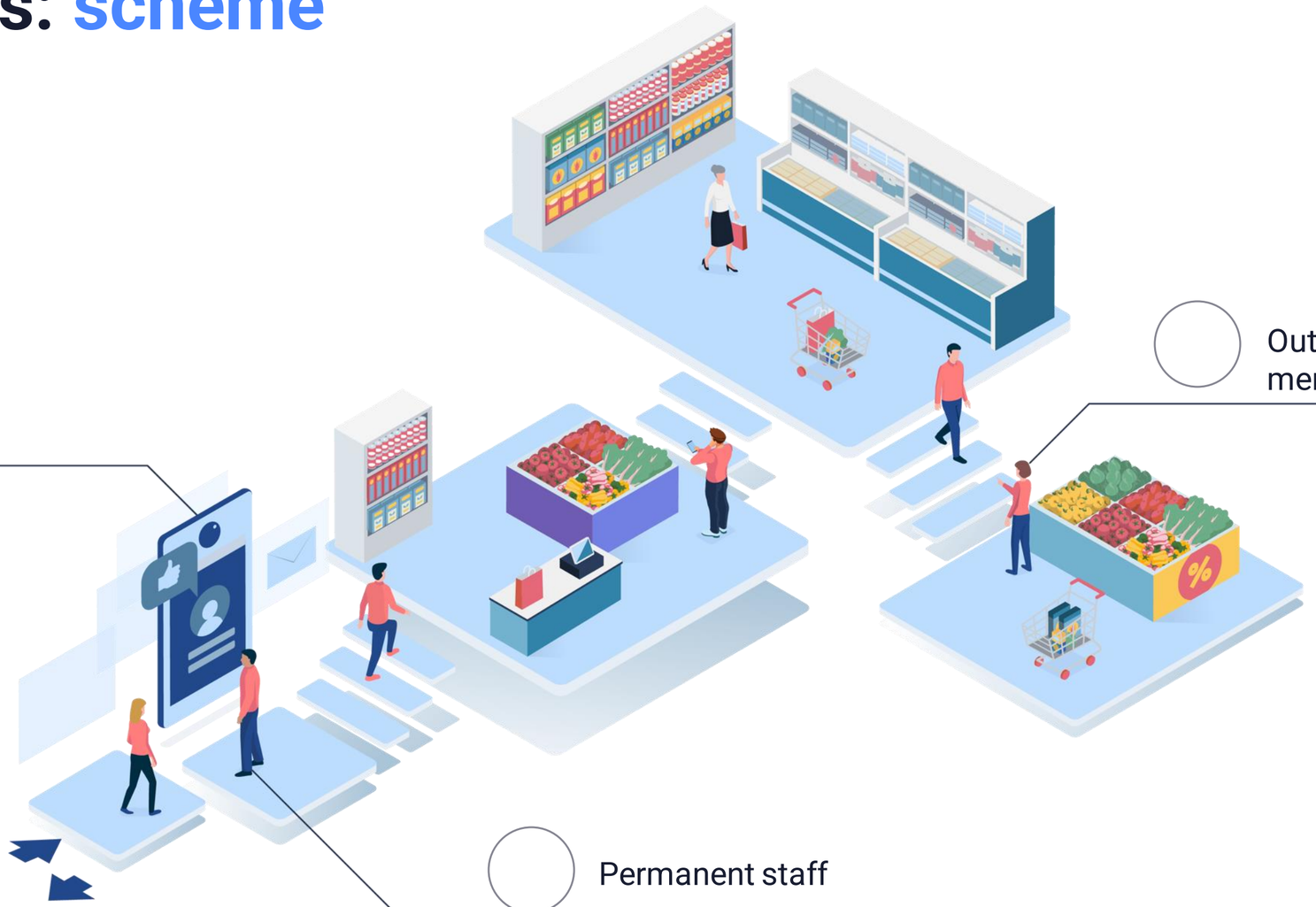
4,5%
increase in productivity hours (pcs/hh)

Biometrics

- Control of employee working hours
- Accuracy 99.9%
- Automatic tabulation

VisionLabs
MACHINES CAN SEE

Biometrics: scheme of work



Vermenal

Outsourcing/ merch

Permanent staff

Replacement fund

The system leads:

- Timesheet
- Zoning marks
- Delay and absence alerts

Biometrics:
Cases

Case 1: MVideo

Project objectives

- Increasing the quality of service at points of sale
- Reducing the cost of sales personnel
- Increased planning accuracy

Result

- increase in employee loyalty due to the transparency of salary accrual

2%
optimization of the wage fund

Case 2: Hoff

Project objectives

- Reduce payroll due to non-payment of late arrivals and early departures
- Automate the process of actual accounting of staff time
- Automate outsourcing personnel

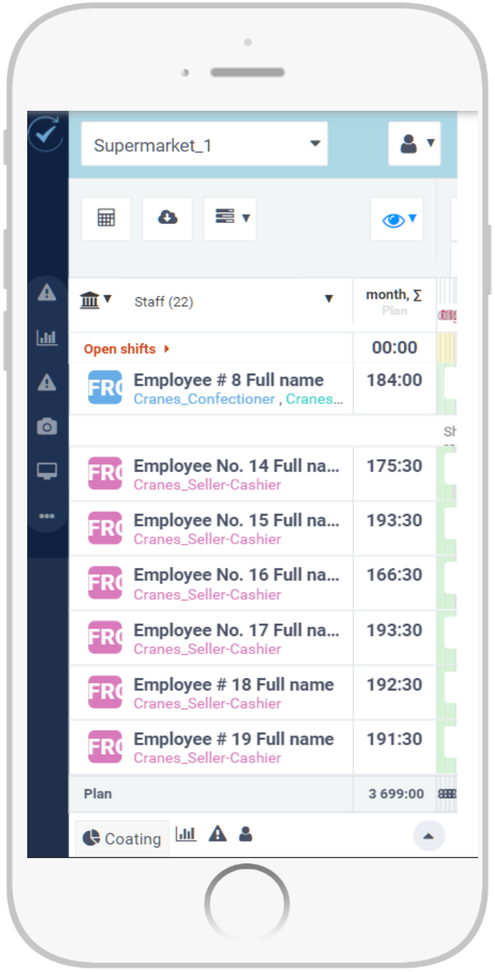
Result

1%
Reduction of the wage fund

97%
marks - discipline

33%
Reduction of labor costs of management

Swap fund



labor demand

HR-brand

- Applying flexible work practices to meet temporary needs
- Attracting uncovered groups of candidates

Swap fund

Non-staff

work in one store according to a pre-approved schedule

Staff

Can work in different shifts

Shift staff

work in short shifts of 2-4 hours. May be replaced in another store of the chain

Labor demand +5%

Increase staff turnover 5%

Replacement fund:
Cases

Case 1: Pharmacy

Project objectives:

- Minimize sales failures due to the absence of an employee
- Get an automatic find replacement tool from a nearby pharmacy
- Reduce wage fund in trade

19%
revenue growth

7%
Reduction of the wage fund

+5%
employee efficiency

Case 2: Food

Project objectives:

- Create store groups by zone to exchange employees
- Automate online exits
- Reduce absolute wage fund

11%
optimization of the wage fund

Case 3: Optics

Project objectives:

- Minimize sales failures due to lack of the right specialist
- Reduce labor costs for closing absences from 100 hours to 3-5 hours per month.
- Increase the efficiency of closing emergency vacancies from 1-4 hours to 10-30 minutes

+
No loss of sales

+
Prompt replacement output

Outsource

Agency 1

Agency 2

Agency 3

Merchandisers and promoters

Accounting

Quotas

Document flow

Outsourcing

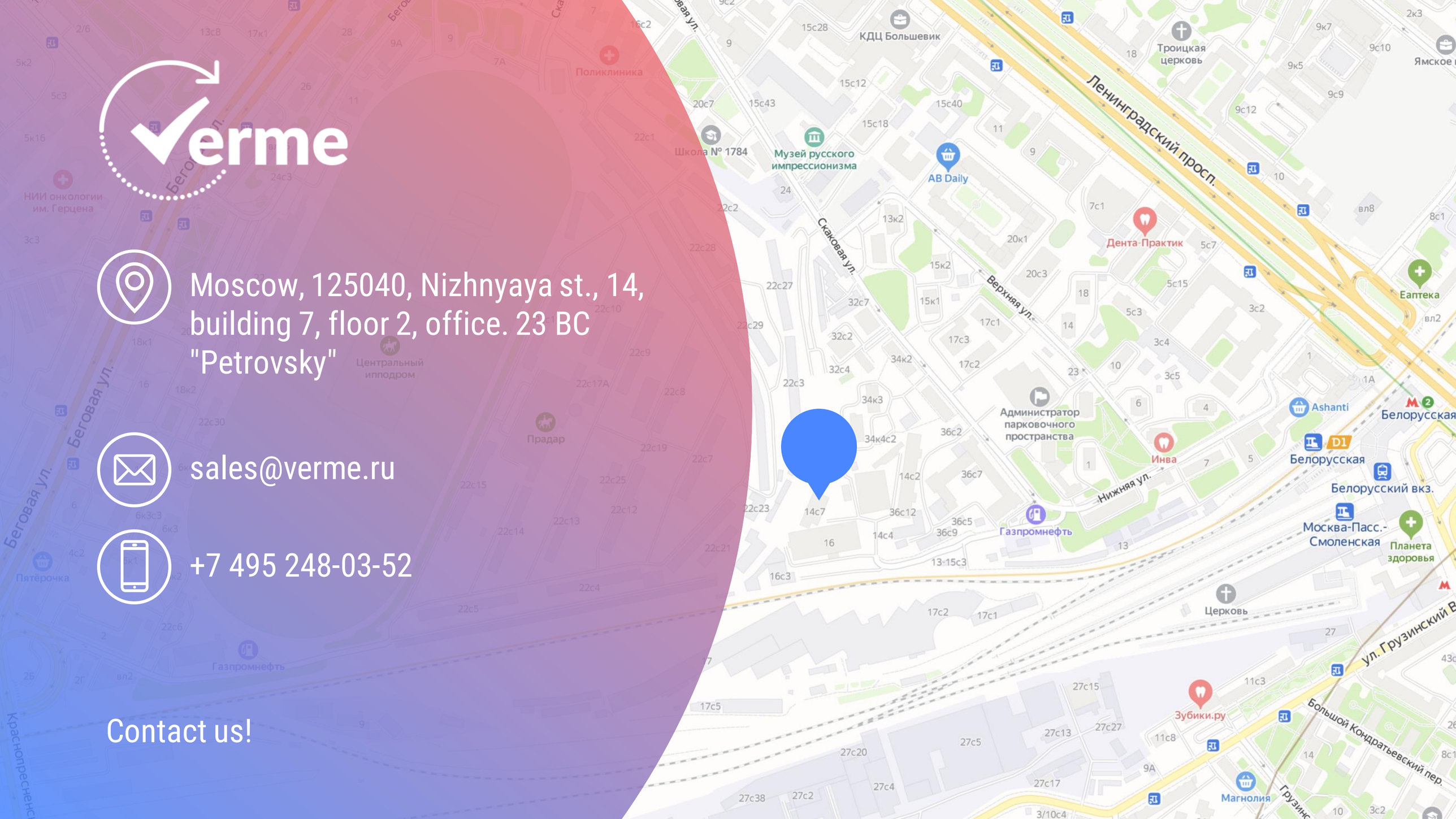
Outsource:
result

5-7%

cost optimization for non-staff

50%

time decrease for support



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Contact us!