GANT's new scheduling.
More than just a trend.

GANT

Change is nothing new to the fashion giant GANT. The company has been at the forefront of fashion since it was founded by Bernhard Gantmacher in the United States in 1949. Their world-famous shirts have won international acclaim but the latest success comes from within. Thanks to Quinyx, they have both managed to optimise their scheduling and gain better control of staff costs. All at once.

ABOUT GANT SVERIGE

- Stores: 24

- Number of employees: around 150

- Implemented Quinyx: 2014

BACKGROUND

GANT contacted Quinyx in 2014 when they realised they needed a web-based scheduling system. Managing scheduling in Excel was time consuming and the processes were not efficient enough. There was a desire to improve and simplify scheduling, time reporting and payroll payments, something that was previously done in three separate systems.

They chose Quinyx primarily due to ease of use and the large number of features in the system, which was in line with GANT's working methods and objectives.

CHALLENGES

- Scheduling: Before Quinyx, the scheduling was done in Excel. It was something that took a long time. Employees lacked a clear overview of their shifts and it was difficult to track all the changes made to the schedules after they were published.

- Communication: Managers spent a lot of time planning. Both on the actual schedule, but also on calling staff to cover shifts if employees phoned in sick or couldn't work. This created confusion about which schedule was applicable.

SOLUTION

- Quinyx Scheduling, Time, Communication, Task and Budget & Forecast

- Quinyx Mobile Apps

- Integration to external salary system

IMPLEMENTATION

GANT appointed two representatives who were responsible for the implementation project internally. The representatives, called superusers, were trained in using the system by the Quinyx project team. Then a pilot project was executed for two months across three stores.

During this time, they double checked that the numbers within Quinyx matched those they had in their previous system before rolling out the project to remaining stores. In addition, it was decided to integrate Quinyx with GANT's payroll system to handle payroll and time reporting in a better way.

RESULTS

- Today, it is four times faster to schedule than previously, according to GANT's managers.

- Internal communications regarding working hours, schedule scheduling and schedule changes have improved significantly.

"It is important to understand the challenges of your business and the prerequisites for a successful implementation. Establishing aDuring great relationship with Quinyx project team was also essential, which was something we had from day one".

Tomas Andersson
Retail Operations Manager
GANT

SAVINGS

Cost savings

- GANT has gained a better understanding of scheduled and worked hours alongside lowering the total number of scheduled hours. With Quinyx, managers have been given control over the human resources budget for each day, week, month and year.

- Quinyx time punch function and integration into the payroll system have contributed to easier payroll management. Payroll files can now be retrieved directly in Quinyx, which means fewer corrections and correct wages. This is because the manual payroll administration has completely disappeared.

Communication

- Internal communication, in terms of working hours, current schedule changes and published schedules, has improved considerably. GANT can now reach employees with important information, such as weekly newsletters, directly in the app. Which is both faster and easier.

- GANT's schedules are communicated six months in advance, which makes it far easier for employees to plan their spare time.

Time savings

- GANT has reduced the average time for scheduling planning and follow-up process by 75%. This means that managers can now spend more time in the store, with their customers and their employees.

- Thanks to Quinyx's flexibility, GANT has been able to optimise fixed schedules. This means the basis for a schedule is set, which includes the number of employees at opening and closing. Thereafter, staff are added depending on needs, for example at times when sales are high and deliveries.

- As employees' contracts are linked to scheduling, GANT saves valuable time. The company can allocate the right number of working hours to each employee. It also makes it easier to follow collective agreements.

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"Previously, we did the scheduling in Excel. Introducing a web-based system has made a big difference and we're so pleased. I highly recommend Quinyx to retail chains that have a lot of staff and want a smoother scheduling process."

Tomas Andersson
RETAIL OPERATIONS MANAGER, GANT

USAGE OF QUINYX APP

Quinyx mobile app has received positive feedback from their employees. Among other things, they mention that Quinyx is an important part of their working life. The app is used daily by employees to keep up to date with the schedule and any changes to it, to certify worked hours and to communicate with their managers. Employees also apply for leave directly through the app.

SUMMERY

With Quinyx, GANT has a modern and easy-to-use system which has given them significant time and cost savings.

The store staff have a mobile app that simplifies and streamlines how they switch shifts with colleagues, record the time they work, and communicate with managers.

NEXT STEP

The next step for GANT is to start working actively with Quinyx Budget & Forecast. The idea is to be better at optimising their schedules in relation to sales goals. The company will also continue the further development of Quinyx in their UK stores.

Contact us for a walkthrough

Includes a professional consultation by a Quinyx expert

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