

How ERP & Workforce Management Solutions Can Bridge the Gap

Modern technology is no longer a luxury; it's a necessity. Since technology not only boosts efficiency but is a powerful facilitator of positive experiences and engagement for your employees and clients, it can significantly impact all aspects of your business. If you're on the fence about it - take a few minutes to look through the guide and use the quiz below to evaluate your processes and possibilities.

As you already know, staying competitive in distribution involves many moving parts. From inventory management, logistics, and transportation to supply chain management and your workforce - streamlining operations to cover all the bases effectively is non-negotiable.

The best solution will not only help you grow your business - *it will help you grow your people*. We have compiled a list of common challenges and pain points for distributors seeking to find the answers they need to remain competitive.

How are you performing in the modern distribution arena? *Take the quiz to find out.*

Use this quiz to help identify challenges in your distribution business and prioritize opportunities for improving your operations.

Top Challenges: Inventory & Tracking

Did you know 43% of small businesses either don't track inventory or use manual processes? ¹

An ERP can offer real-time visibility into inventory levels to reduce errors and improve stock accuracy by up to 99%. Automated reordering prevents overstock and stockouts by automatically triggering reorders when levels fall below the predefined thresholds you set up.

Identify your Pain Points:	True	False
Our current inventory management includes manual processes	<input type="radio"/>	<input type="radio"/>
We regularly experience overstock or stockout issues	<input type="radio"/>	<input type="radio"/>
We can't regularly access and see live inventory counts	<input type="radio"/>	<input type="radio"/>
Only certain managers or employees have access to inventory information	<input type="radio"/>	<input type="radio"/>
Demand forecasting is difficult, so we're not always able to quickly adapt to changing demand	<input type="radio"/>	<input type="radio"/>
Errors in data or algorithms make it difficult to manage inventory and plan effectively	<input type="radio"/>	<input type="radio"/>
Inventory with use-by dates has been stored incorrectly or misplaced - leading to longer pulling times, order delays, or inventory waste	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. Two or more indicate it could be time to reconsider your current inventory and tracking processes and research new solutions.		

Top Challenges: Supply Chain

Did you know 62% of companies have limited visibility into their supply chains? ²

With supply chain visibility, you can track all stages of the supply chain from its source to the customer. So, you have the data you need to make decisions, figure accurate lead times, and maintain better relationships across the board.

Identify your Pain Points:	True	False
We have limited visibility into our supply chain. (Product source, transportation details, storage and fulfillment, etc.)	<input type="radio"/>	<input type="radio"/>
Sometimes, we're not able to track the location of orders	<input type="radio"/>	<input type="radio"/>
We're not always able to provide accurate status updates to customers	<input type="radio"/>	<input type="radio"/>
It's difficult to gauge and adjust lead times because we can't access supply chain insights	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. One or more indicate it could be time to reconsider your current supply chain processes and research new solutions.		

Top Challenges: HR & Workforce Management

Did you know 87% of manufacturers are struggling to fill critical positions? ³

Technology is important, but your people are a key component of the puzzle as well. They use the technology to make decisions, maintain productive workflows, and build relationships with your clients.

Inefficient onboarding and scheduling (not to mention payroll errors) can lead to frustration and a negative work experience, and time-consuming, error-prone processes that involve paperwork and tedious data entry just make their jobs harder.

Identify your Pain Points:	True	False
It's difficult to find skilled workers to fill open positions, and/or we struggle to retain our skilled workers	<input type="radio"/>	<input type="radio"/>
Our HR process involves a lot of paperwork	<input type="radio"/>	<input type="radio"/>
We don't offer training or learning options to help employees track certifications or assist them in growing their career	<input type="radio"/>	<input type="radio"/>
Schedules are created manually, so scheduling errors and conflicts sometimes happen	<input type="radio"/>	<input type="radio"/>
Our timekeeping and payroll processes are separate, so extra time is required for manual data transfer and processing	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. Two or more indicate it could be time to reconsider your current HR & Workforce Management processes and research new solutions.		

Top Challenges: Data Management & Analytics

Did you know 57% of organizations report that data silos are a significant barrier to efficient operations.⁴ With siloed data, it's difficult to gather and convert vast amounts of information into usable insights. In addition to being time-consuming, siloed data makes it impossible to make informed decisions quickly.

An ERP breaks down silos by integrating data from various departments and sources into a single platform for easy, real-time access and reporting capabilities.

Identify your Pain Points:	True	False
Data is siloed. There isn't one place where we can see a clear, live view of information	<input type="radio"/>	<input type="radio"/>
It takes extra time and effort to gather and interpret data to make informed decisions	<input type="radio"/>	<input type="radio"/>
Siloed data makes it harder to make sure we're maintaining compliance regulations and labor laws	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. One or more indicate it could be time to reconsider your current Data Management & Analytics processes and research new solutions.		

Top Challenges: Compliance & Labor Laws

Did you know businesses paid over \$274 million in back wages and damages in 2023?⁵ Non-compliance can result in hefty fines and legal issues.

A Workforce Management Solution can automate compliance updates, provide accurate record-keeping, and facilitate regulatory reports.

Identify your Pain Points:	True	False
It's difficult to keep up with the changes in federal and state labor laws	<input type="radio"/>	<input type="radio"/>
We don't have an effective system for maintaining accurate records of employee hours, wages, and benefits	<input type="radio"/>	<input type="radio"/>
It takes extra time and effort to compile regulatory reports for compliance purposes	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. One or more indicate it could be time to reconsider your current Compliance and Labor Law processes and research new solutions.		

Top Challenges: Scalability & Growth

Did you know 59% of companies face significant challenges in scaling their operations due to outdated or inflexible systems?⁶

The struggle isn't something to be embarrassed about. It's common - but, it's important to know how to move forward. A modern Workforce Management Solutions that integrates seamlessly with your ERP creates a flexible foundation you can tailor to help you scale with your business.

Identify your Pain Points:	True	False
We are not able to quickly or efficiently adapt to expanding inventory needs	<input type="radio"/>	<input type="radio"/>
Managing our logistics and transportation network is a challenge	<input type="radio"/>	<input type="radio"/>
We use a variety of systems that don't communicate well with each other, so it's difficult to scale for growth	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. One or more indicate it could be time to reconsider your current processes and research new solutions that enable you to scale and grow.		

Top Challenges: Customer Satisfaction

Did you know businesses 34% of customers abandon a brand after just one bad experience?⁷

Since inaccurate orders and delivery delays are a definite source of customer dissatisfaction, it's something to consider.

Leading ERP's can streamline order processing and reduce order errors and improve inventory and supply chain management to ensure timely deliveries and enhance customer satisfaction.

Identify your Pain Points:	True	False
Inaccurate orders often cause dissatisfaction among our customers	<input type="radio"/>	<input type="radio"/>
Delays in delivery are more frequent than we'd like them to be	<input type="radio"/>	<input type="radio"/>
Results: Add your "True" responses, and comment your total in the next column. One or more indicate it could be time to reconsider your current process and research new solutions to improve customer satisfaction.		

Warehouse and workforce management becomes more difficult as your business grows, and we understand you may face challenges and have pain points that aren't on our list. We are here to help you explore the possibilities, learn more about your options, and figure out which steps to take next.

Current State Assessment Results

Add up the "True" column total for each section. Use the table below to see a comprehensive view of where you are at today.

2 or less	Effective	Your current processes are meeting your needs. If there is a specific area or two you scored low in, it could be worth investing some time in exploring solutions to improve those.
3 - 4	Limited	You are probably getting the job done with your current processes, but it might be time to consider how much they are costing you. Now could be the perfect time to look into new system options.
5 - 9	Challenged	You are stretching beyond the capabilities of your systems and resources. It's past time to investigate your options. Replacing your current systems with a modern system is strongly recommended.
10+	Struggling	Your current systems are likely limiting your efficiency and affecting your employees' productivity and job satisfaction. It's time to reevaluate and modernize.

¹ Wasp Barcode Technologies

² GEODIS Supply Chain Worldwide Survey

³ Deloitte

⁴ Accenture

⁵ Department of Labor

⁶ Deloitte

⁷ PwC