Analyzing PTO Utilization with UZIO AI Copilot

Company Profile

A diversified technology company with multiple departments spread across various locations, experiencing challenges in monitoring and encouraging the effective use of Paid Time Off (PTO) by employees.

The Challenge

Before adopting the UZIO AI Copilot, the HR department used SaaS-based payroll and HRIS software that required extensive manual interaction to gather PTO data. HR and Payroll managers had to manually pull relevant data from the software's user interface, often navigating through cumbersome and unintuitive systems. Once data was extracted, it needed to be further processed using external tools like Excel to analyze PTO utilization. This process was not only time-consuming, often taking several hours to compile and analyze, but also prone to human errors during data entry and processing. The inefficiency of this method made it challenging to quickly respond to trends or issues in PTO utilization, impacting the ability to proactively manage workforce well-being and prevent burnout.
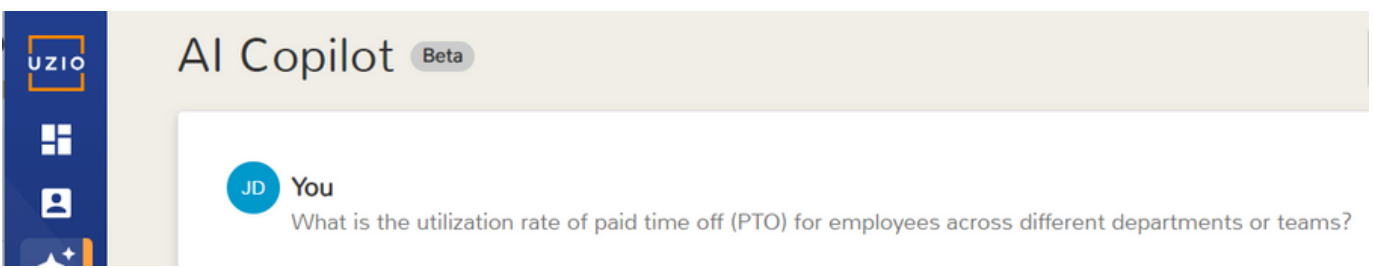
Solution

The company implemented the UZIO AI Copilot to leverage its capability to provide detailed reports on PTO utilization across departments. The HR team queried the AI Copilot to obtain current data on PTO balances and usage patterns for employees in different departments.

Query and AI Copilot's Response

The HR team asked the AI Copilot, "**What is the utilization rate of paid time off (PTO) for employees across different departments or teams?**" The AI Copilot provided a detailed breakdown of PTO accrual and usage for each department, including the number of days available and scheduled for use.

AI Copilot `Beta`

JD You
What is the utilization rate of paid time off (PTO) for employees across different departments or teams?

AI Copilot

The utilization rate of Paid Time Off (PTO) across different departments or teams is as follows:

- **Phoenix:**
  - Sales & Client Success Manager: 17.0 days available
  - Director of Operations: 18.0 days available
  - Corporate Site Manager: 13.0 days available
  - Client Success Specialist: 13.0 days available
- **Miami:**
  - CFO: 17.0 days available
  - Director of Product: 18.0 days available
  - Recruiting Specialist: 14.0 days available
- **Beaverton:**
  - Sales Manager: 16.0 days available
- **Charlotte:**
  - CTO: 17.0 days available
  - CEO: 38.0 days available

Note: The available balance is expressed in days.

Outcome and Impact

The detailed insights provided by the AI Copilot enabled the HR team to identify departments where Paid Time Off (PTO) was underutilized, prompting the implementation of targeted initiatives to encourage employees to take necessary breaks. Additionally, the data helped adjust accrual rates and PTO policies to better suit the needs of each department. The impact of these changes was significant.

- **Increased PTO Utilization**
- **Policy Adjustments**
- **Enhanced Employee Well-being**

Conclusion: UZIO - The new age Payroll, HRIS Platform

The utilization of the UZIO AI Copilot transformed how the technology company managed and optimized PTO across its diverse departments. By providing precise and timely data, the AI Copilot not only enhanced HR efficiencies but also played a crucial role in promoting a healthier work culture and improving employee morale.

To Know More

Please scan the QR code or visit

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