Sitrion ONE: An Employee App for your Hourly Workforce
Addressing the challenges of an employee app with your hourly workforce

The benefits of reaching and engaging the hourly workforce through a mobile employee app are many. But with hourly employees, you have legal, organizational, and cultural considerations around employee app usage. Based on millions of users, we have arrived at the following options:

- Legal options
- Organizational options
- Cultural options

Legal options

The hourly workers job type comes with many compliance requirements, which vary depending on region, industry, or job type. Challenges include overtime or working outside of paid hours. You can address the legal aspects of employee app usage in the following ways:

» **Legal disclaimer** – From the beginning, you can have employees accept a disclaimer around terms for using the app. When employees log on for the first time, they can accept the app terms, which confirms and solidifies app usage as voluntary. This can be renewed on a regular basis depending on your requirements.

» **Set expectations early** - A less intrusive but powerful path is to communicate expectations to the employees. It is important not to create an expectation or obligation for employees to use the app during off hours. You can share those expectations via the employee app and collect their confirmations at the same time.

» **Compensation** – We have seen successful cases in which a company has defined the app usage time and added the time to employees' compensation. Or, they have defined app usage as work and defined the duration of that work. In most cases, this added 60-90 seconds per day; therefore, insignificant in terms of commercial impact.

Organizational options

You may, like other companies, have policies that don't allow mobile phone usage during working hours or in front of customers. In such cases, you need to define when and where it is appropriate to use the app. This is particularly important to avoid a de facto 'order' to use the app outside work hours.

» **Define phone zones and usage times -** Define locations or "phone zones" and usage times when it is acceptable to access the app, such as during breaks or lunch. Sitrion ONE is designed to give users quick access to information without taking away from work time or breaking work policies.

» **Scheduling content** – While most recommendations aim users, you can also implement new processes for the content creator by scheduling cards and pushing them only during work hours.

Cultural options

To culturally address mobile app usage, set expectations with employees on the benefit of the app. While you're still required to address the legal and organizational aspects, you are creating a atmosphere that embraces open communication.

» **An employee app is an employee benefit** - Emphasize that it is being provided as a benefit. Just as companies send employees physical mail, an employee app fits in the same category.

» **An employee app makes their jobs easier** - Explain how the app makes their jobs easier with timely communications and productivity capabilities, such as quick access to benefits, vacation balances, and other services.

» **Data plan usage concerns** – There are cost concerns since employees have personal data plans. Address this by providing solid WiFi at work. Plus, this shouldn't be a concern since ONE doesn't require large amounts of data usage.

» **Monitored usage concerns** - Employees will have concerns about being monitored for their app usage. Reassure employees by using ONE's built-in privacy settings, which remove individual user information in the administration interface.

~For hourly workers, an employee app is a valuable benefit that makes their jobs easier. -