

MAIOR Transit Suite

Workforce Management Module



MAIOR Workforce Management

The Management module centralizes driver data, allowing for efficient tracking of performance, activities, incidents, and attendance and seamlessly integrates into your payroll system. Additionally, it manages training, certifications, and random drug/alcohol testing to ensure compliance and fairness. By consolidating data, The MAIOR Workforce Management module simplifies administrative tasks and enhances decision-making, leading to a more efficient and well-managed workforce.

Employee Profiles

Centralizing all employee data, including ID photos, employee status, driving qualifications, and license expiry dates, offers a streamlined and efficient approach to workforce management. This comprehensive system reduces the risk of errors, ensuring that all critical information is easily accessible. Within the employee's profile, you can track absences, miss outs, and incidents, providing valuable insights into attendance patterns and potential areas for improvement. Additionally, consolidating training requirements and completed courses in one place simplifies compliance tracking and professional development planning, ensuring that employees are always up to date with necessary skills and certifications. This holistic view of employee data not only improves operational efficiency but also supports a more engaged and capable workforce.



Performance Management

Tracking operator performance is key to maintaining high standards and efficiency within your agency. By monitoring on-time performance, absences, miss outs, training adherence, incidents, and documenting accidents and disciplinary actions, you get a full view of each Operator's reliability and areas for improvement. This tracking helps identify patterns, address issues proactively, and ensure all operators meet your agency's high-performance standards. The system also lets you set up Key Performance Indicators (KPIs) to measure employee performance. These KPIs provide clear benchmarks and goals, driving continuous improvement and accountability. This approach boosts operational efficiency and supports a safer, more productive, and engaged workforce.


Managing and Tracking Incidents

Documenting incidents that occur while operators are on the road is straightforward and efficient in the Workforce Management module. You can create customized workflows to document follow-up measures, assign investigators, and provide status updates. The system's flexibility allows you to define and track criteria for various incident types, ensuring that all incidents are handled consistently and thoroughly, improving safety and accountability and ultimately leading to a safer and more efficient operation.

For Clever Devices CleverCAD customers, the tight integration with CleverCAD's incident management capabilities enhances this process even further.

Automated Training Schedules

Ensuring that all bus operators have the required training is essential for maintaining the efficiency of your agency and the safety of your riders. The system automatically defines and schedules training programs, ensuring operators stay current with their certifications. This automation can generate training classes and identify the necessary courses for each Operator, simplifying the entire process. It tracks expiry dates and alerts management when a driver needs to take or retake a course, preventing any lapses in compliance. Additionally, it can automatically assign instructors, ensuring that training sessions are well-organized and effective. These features not only enhance safety and compliance but also save time and reduce administrative burdens, leading to a more competent and reliable workforce.

A photograph showing a woman with long braids, wearing a white t-shirt and tan pants, boarding a blue bus. She is holding a smartphone and has a backpack on. In the background, a man in a red plaid shirt is talking to a child, and another woman in a light blue shirt is standing nearby. The bus is blue and white with its headlights on.

The **MAIOR Workforce Management** module simplifies administrative tasks and enhances decision-making, leading to a more efficient and well-managed workforce. Track all aspects of employment, performance, and working hours for your operators.

Random Drug and Alcohol Testing

Workforce Management can enhance transit safety by creating safety-sensitive lists for employees, defining eligibility, and selecting criteria for the periodic drug and alcohol testing of operators. The system can set the selection period and uses an algorithm to randomly generate lists of employees who need to be tested, displaying eligible versus non-eligible operators based on their results. These features are critical to rider safety as they ensure that only those who meet stringent safety standards are operating transit vehicles. Additionally, regular testing helps identify and address potential issues before they impact service, maintaining a high level of trust and safety for all passengers.

Random Supervisor Pairing

The system uses an algorithm to randomly pair supervisors with operators, ensuring fair and unbiased oversight. This prevents favoritism, promotes objective evaluations, and provides consistent supervision. Rotating supervisors brings diverse perspectives, enhancing the quality of feedback and support. This approach boosts fairness, transparency, and overall effectiveness in workforce management.

Tracking Miss Outs

The system tracks operator lateness by comparing actual reporting times with scheduled ones, documenting any discrepancies as miss outs. It recommends appropriate disciplinary actions and provides status updates to management. Ensuring bus operators pull out on time is crucial for maintaining reliable service and meeting passenger expectations. By monitoring and addressing lateness, the system helps maintain punctuality, enhances service reliability, and supports a positive rider experience.

Efficient Payroll Integration and Management

Workforce Management provides seamless integration with the payroll system, making it easy to manage accruals and operator hours. It accurately tracks premiums for overtime and holiday pay, ensuring accurate compensation while allowing you to lock and unlock pay periods, maintaining control over payroll processing. These features streamline payroll management, reduce errors, and save time. Any changes to work schedules or assignments made in the Operations Management module are updated in the system eliminating the need for manual entry. By automating these tasks, the system ensures that employees are paid correctly and on time, enhancing satisfaction and trust.



CleverCAD Disruption Management and MAIOR Integration

Eliminate the Need for Manual Entry When Service Adjustments Occur

When you need to make unexpected service adjustments, it's important to ensure that work assignments and operator hours are accurately captured.

For customers using both **MAIOR** and **CleverCAD** with **Disruption Management**, this process is automated, eliminating the need for manual entry.

