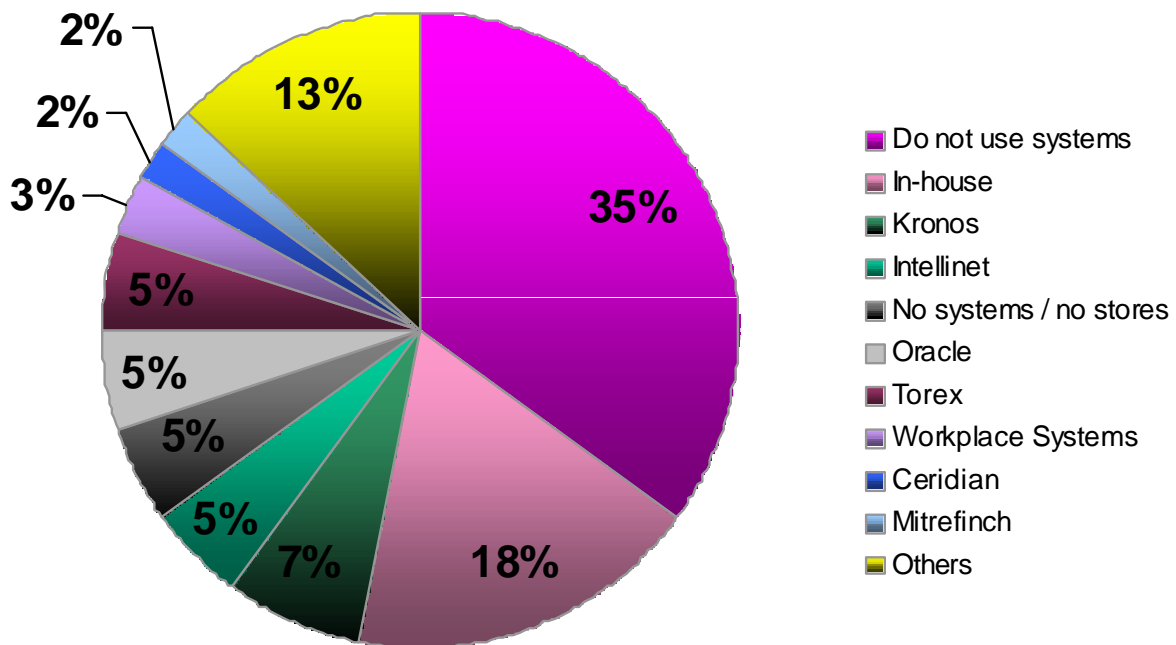


Analysis by Application - Time & Attendance Systems

Time and attendance systems help retailers in improving employee punctuality, reducing administration costs and controlling the level of absence. When used in conjunction with point of service systems, time and attendance can also underpin the process of forecasting the number of staff needed to satisfy customer demand.

Time and Attendance Software

60% of the leading 100 retailers have now implemented time and attendance systems in their stores, down slightly from 65% last year, but probably a reflection of the change of mix of companies included in the report. In-house developed systems are the most popular and are used by 18% of the leading 100 retailers. Kronos is the most popular package used by 7% of retailers, followed by Intellinet, Oracle and Torex with 5%. The rest of the market is rather fragmented.



Time and Attendance Replacement Plans

The average age of installed time and attendance systems is 6.5 years, slightly up on last year when it was 6.2 years. The average age of time and attendance systems, when retailers plan to replace them, is 11.8 years, about the same as last year when it was 11.4 years and higher than for EPOS which is 10.8 years. Typically retailers sort out a new EPOS system first and then add time and attendance functionality.