WORKPLACE CHANGE

Change how shifts are scheduled

Compare short-notice coverage with advance schedules, voluntary swaps and a pay rule.

Decision question
Which scheduling policy should an employer test with staff and site managers?

Study objective
Prepare a scheduling pilot with explicit worker protections and coverage measures.

Hypothesis to check
Advance notice and voluntary swaps may shift modeled acceptance and the factors workers and schedulers prioritize.

Decision owner
Operations director and people team

BASELINE

Baseline

Modeled acceptance **44 / 100**

Modeled risk **34 / 100**

The employer will publish weekly shifts three days before the workweek. Managers may change a shift to cover demand and require overtime at the current hourly rate. Employees must check the scheduling app each evening. A missed update may be treated as an absence.

ALTERNATIVE

Advance notice and voluntary swaps

Modeled acceptance **48 / 100**

Modeled risk **32 / 100**

The employer will publish shifts 14 days ahead. Employees may decline a change made with less than 72 hours of notice without penalty. Shift swaps are voluntary. Managers will maintain a paid backup pool for demand spikes, publish overtime pay rules and review staffing, service coverage and anonymous staff feedback each month.

Fictional worked study computed from an authored audience. Results describe generated cases and heuristic scenario scores. The two versions share their audience and seed. Human fieldwork is proposed and has not been performed for this example.

Survey response distributions

120 generated cases per version. Shares use substantive answers to each question. Human respondents: 0.

QUESTION 1

The scheduling policy described here is acceptable.

	Baseline 120 answered / 120 asked	Alternative 120 answered / 120 asked
1	0 (0%)	0 (0%)
2	27 (22.5%)	14 (11.67%)
3	91 (75.83%)	99 (82.5%)
4	2 (1.67%)	7 (5.83%)
5	0 (0%)	0 (0%)

18 changed across 120 answered pairs. 0 pairs excluded. Distribution distance 10.83 pp.

QUESTION 2

I trust my employer to apply the scheduling rules consistently.

	Baseline 120 answered / 120 asked	Alternative 120 answered / 120 asked
1	0 (0%)	0 (0%)
2	34 (28.33%)	25 (20.83%)
3	78 (65%)	83 (69.17%)
4	8 (6.67%)	12 (10%)
5	0 (0%)	0 (0%)

13 changed across 120 answered pairs. 0 pairs excluded. Distribution distance 7.5 pp.

QUESTION 3

Which factor most shapes your reaction to this policy?

	Baseline 120 answered / 120 asked	Alternative 120 answered / 120 asked
Fairness	0 (0%)	0 (0%)
Implementation	60 (50%)	66 (55%)
Cost	60 (50%)	22 (18.33%)
Trust	0 (0%)	32 (26.67%)
No major concern	0 (0%)	0 (0%)

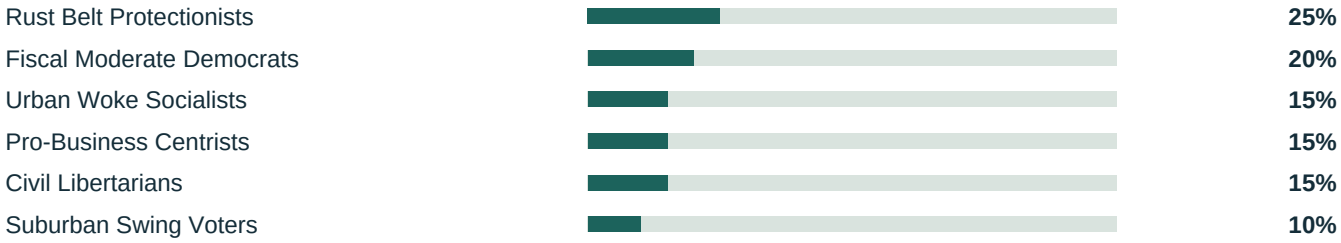
70 changed across 120 answered pairs. 0 pairs excluded. Distribution distance 31.67 pp.

Audience and context graph

Authored shares and scenario links define the exercise. Field evidence is addressed separately.

Hourly workers and shift schedulers

Illustrative US multi-site service employer



Who to recruit

Recruit day and night workers, staff with a second job or caring responsibilities, and schedulers from high- and low-demand sites.

Evidence to collect

Compare opt-in surveys against anonymized payroll and schedule-change counts. Recruit across shifts, including workers who declined schedule swaps.

Context graph excerpts

9 nodes and 8 relationships in the complete graph download.

Change how shifts are scheduled / contains / Hourly workers and shift schedulers
Intended audience (authored): "Hourly workers and shift schedulers"

Change how shifts are scheduled / contains / Evidence to gather
What to check with people (evidence needed): "Recruit across day, night and weekend shifts. Compare changes inside 72 hours, overtime, missed coverage, pay and wor..."

Change how shifts are scheduled / contains / Timeline constraint
Baseline wording (evidence needed): "day"

Evidence to gather next

This example proposes human fieldwork before a real decision.

Decision rule

Choose a pilot after checking real staffing constraints, pay rules and worker access. Track schedule stability and service coverage together.

FIELDWORK STEPS

01 Pretest the wording across roles and shifts.

02 Recruit independently of line managers using confidential access.

03 Randomly assign the descriptions and ask the same three questions.

04 Review findings with schedule and payroll records before a time-limited pilot.

RECORDS TO CHECK

- Anonymized schedules and late-change counts
- Overtime pay and backup staffing cost
- Feedback from workers who decline swaps

How this report was reproduced

Both versions use the same frozen authored audience, instrument and seed. Scenario indices use a 0-100 scale. Survey response shares and paired changes describe generated cases. Check wording, coverage and actual behavior with people before interpreting a modeled contrast.

Example release	1.0.0 / 2026-11-22
Signal engine / survey method	3.7.0 / 1.3.0
CiviSphere audience dataset	1.0.0
Fixed seed / cases per version	19427 / 120
Human respondents	0
Input SHA-256	83aff46f67a76b61ff26665ba28a4d55599b90e155b3eb04618a23fecd676c75
Result SHA-256	0b77c03ad0b3932329c91ffa96dc57743c27e067ebe9a582970b34fe8d13f40c