

SUPPLY CHAIN RESEARCH

Labor Management Systems

The 2026 Buyer's Guide & Vendor Landscape

A practitioner's guide to evaluating, costing, and selecting warehouse labor management software: what these systems do, how engineered standards work, how they differ from workforce management, how the market and vendors stack up in 2026, what they cost, and how to deploy without alienating the workforce.

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1. Executive Summary

Warehouse labor management software measures and manages the productivity of the workforce inside a distribution center. Its defining mechanism is the engineered labor standard: an expected time for each task, built from time studies and predetermined motion, against which each associate's actual performance is measured. From that comparison flow the things an LMS exists to do, coaching, staffing, planning, and pay-for-performance incentives. This is not the same as the far larger workforce management market, which schedules retail staff and tracks time and attendance, and it is not the same as the warehouse management system that directs the tasks themselves, though the two are often sold together. In 2026 the category is being reshaped by AI, by a wave of consolidation, and by a labor market of rising wages and chronic shortages that has made squeezing more from every labor hour a boardroom priority.

This guide is written for supply chain and distribution leaders evaluating a labor management investment, and for the operations and engineering teams who must build the standards and run the program on the floor. It is deliberately vendor-neutral: we accept no payment from the vendors covered, and we name no single best system, because the right choice depends on whether you want an LMS embedded in your warehouse management system or a specialist tool, and on your appetite for the industrial-engineering discipline the approach demands. The pages that follow define the category, size the market honestly while separating it from the workforce management market it is confused with, profile the embedded and best-of-breed tiers, lay out an evaluation framework, and explain why the engineered standards and the way they are introduced to the workforce, not the software, decide the return.

~\$2B niche

the size of the warehouse LMS market, a fraction of the workforce management market

Gartner WLOM

the analyst category, recently formalized as Warehouse Labor Optimization and Management

Measure vs morale

the central tension: standards drive productivity but can alienate workers

What the evidence says

- **This is a niche, not the workforce management market.** Warehouse LMS is roughly a \$2B market, and it is routinely conflated with the far larger workforce management market of retail scheduling and time and attendance, so keep the two apart.
- **The engineered standard is the defining capability.** What separates a true LMS from a productivity dashboard is the engineered labor standard, an expected time per task built from time studies, against which performance is measured.
- **Gartner has formalized the category as WLOM.** Gartner now assesses this niche as Warehouse Labor Optimization and Management systems, a recent renaming that reflects the category maturing beyond the old labor management and workforce naming.
- **Consolidation is reshaping the specialists.** Easy Metrics acquired the engineered-standards specialist TZA, and Korber's supply chain software was rebranded as Infios, concentrating capability among fewer players.

- **Adoption succeeds or fails on the workforce.** The central tension is that measurement and incentives drive productivity but can create adversarial labor relations, which is why how standards are introduced matters as much as the software.

2. What labor management software is

A warehouse labor management system measures workforce productivity against engineered standards and turns that measurement into action. The core capabilities are:

- **Engineered labor standards.** Expected times for each task, built from time studies and predetermined motion, that define what good performance looks like.
- **Performance measurement.** Tracking each associate's actual time against the standard to produce a performance-to-standard figure for every task and shift.
- **Coaching and management.** Surfacing the gaps so supervisors can coach, recognize strong performers, and address persistent underperformance.
- **Incentives and pay-for-performance.** Linking measured performance to recognition or pay, to motivate and reward productivity.
- **Planning and staffing.** Forecasting the labor needed for a given workload and planning shifts and staffing accordingly.

The engineered standard: what makes it an LMS

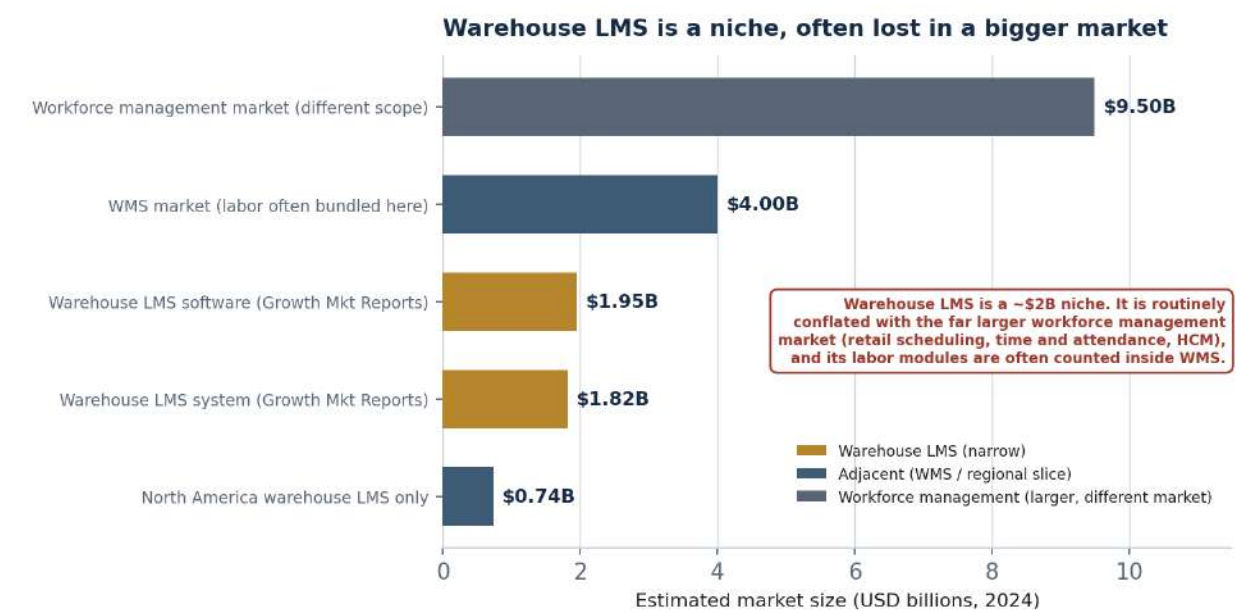
The single most important thing to understand about labor management is the engineered standard. A generic productivity tool can tell you how many units a worker handled. A true LMS tells you how that compares to a fair, engineered expectation of how long the task should take, accounting for travel, handling, and the specifics of the work. That expected time is built with industrial-engineering discipline, through time studies and predetermined motion time systems, and it is what allows an LMS to measure performance meaningfully, to set incentives fairly, and to plan labor accurately. It is also the hardest part: building and maintaining engineered standards takes expertise and effort, and standards that are not maintained decay and lose credibility. The presence and quality of engineered standards is the line between a real LMS and a dashboard.

Category	What it does	Relationship to LMS
Warehouse LMS	Measures DC labor vs standards	The subject here
Workforce management	Schedules staff, time and attendance	Larger, different market
WMS	Directs warehouse tasks	Often bundles LMS
HCM / HR	Manages employees broadly	Adjacent, not the same

Warehouse LMS is distinct from the much larger workforce management market that schedules retail and hourly staff and tracks time and attendance, and from the warehouse management system that directs the tasks, though an LMS is often bought as a module of the WMS. Deciding whether you want an embedded LMS or a specialist tool, and whether your organization will commit to the engineering discipline standards require, is the first scoping decision.

3. The labor management market in 2026

Warehouse labor management is a niche whose sizing is muddled by conflation with a much larger market. Narrow estimates for warehouse LMS sit near \$1.8B to \$2.0B; the workforce management software market it is often confused with, which schedules staff and tracks time and attendance, is several times larger; and LMS labor modules are frequently counted inside the warehouse management system market. Treat the figures below as directional, and check what each one is counting.



Source: Supply Chain Research analysis of published estimates. Workforce management figure is directional and a different scope. SEO-style aggregators are directional only.

Figure 1. Warehouse LMS is a niche near \$2B, easily lost within the far larger workforce management market and within WMS sizing.

Source and scope	Size	Forecast	CAGR
Workforce management (different market)	~\$9.5B	directional	~9%
WMS market (labor often bundled)	~\$4.0B	directional	~15%
Warehouse LMS software (Growth Mkt Reports)	\$1.95B (2024)	\$5.01B / 2033	10.8%
Warehouse LMS system (Growth Mkt Reports)	\$1.82B (2024)	\$5.74B / 2033	13.4%
North America warehouse LMS only	~\$0.74B (2024)	of the total	--



Source: representative trajectory at ~12% CAGR. Published narrow estimates span roughly 11 to 13 percent; the figure itself includes services and adjacent workforce optimization.

Figure 2. A representative trajectory for warehouse LMS at about 12 percent CAGR. Narrow estimates span roughly 11 to 13 percent.

Why the estimates diverge

The confusion is a naming problem. Warehouse LMS, engineered-standards software for distribution centers, is a niche of roughly \$2B. Workforce management, a far larger market, schedules retail and hourly staff, tracks time and attendance, and sits close to human capital management, and it is easy to mistake the two because both concern labor. Meanwhile, because many buyers acquire labor management as a module of their warehouse management system, part of the spend is counted inside WMS sizing. Within the narrow category, North America holds roughly 35 to 38 percent, Asia-Pacific is the fastest-growing, and the software segment leads. For planning, the narrow warehouse LMS figures of around \$1.8B to \$2.0B are the most defensible baseline, provided the workforce management market is kept separate.

Why the labor market makes the case

The force behind this niche is the labor market itself. Warehouse wages have risen sharply, turnover in high-throughput operations is severe, and labor is by far the largest controllable cost in most distribution centers. That combination makes even a modest improvement in labor productivity, the core promise of an LMS, valuable, and it explains why interest in the category has grown even as the software itself is unglamorous. The business case is fundamentally a labor-cost case, and it strengthens every time wages rise.

4. The vendor landscape

The warehouse labor management market splits between LMS embedded in a warehouse management system and best-of-breed specialists, with analytics and workforce-adjacent players around the edges. We group vendors into four tiers by what they do best, not by size. Consolidation has reshaped the specialists, and the choice between an embedded module and a specialist tool is the central decision.

What the analysts say

The analyst picture here has a distinctive recent twist. The essentials:

- **Gartner has formalized the category as WLOM.** Gartner now assesses this niche as Warehouse Labor Optimization and Management systems, a renaming that signals the category maturing beyond the older labor management and warehouse workforce naming.
- **There is no full standalone Magic Quadrant.** Coverage runs through a Gartner Peer Insights market and market-guide research, and as a labor capability within the Gartner Magic Quadrant for Warehouse Management Systems, rather than a dedicated LMS quadrant.
- **Consolidation is the recent story.** Easy Metrics acquired the engineered-standards specialist TZA, combining analytics with onsite labor engineering across hundreds of facilities, and Korber's supply chain software was rebranded as Infios.

Warehouse labor management landscape, 2026



Gartner assesses this niche in its Warehouse Labor Optimization and Management (WLOM) Systems market, a recent formalization of the LM/workforce category, and as a capability within the WMS Magic Quadrant; there is no full standalone quadrant. SCR interpretation

Figure 3. Supply Chain Research's directional map. Gartner assesses this niche as WLOM and within the WMS quadrant; these positions are our interpretation, not analyst coordinates.

WMS-embedded LMS

These vendors offer labor management as part of a warehouse management system, so labor and task execution share a platform. Manhattan Associates offers Manhattan Active Labor Management, combining engineered and dynamic standards with gamification grounded in behavioral science and

pay-for-performance. Blue Yonder's Warehouse Labor Management applies machine learning and predictive labor with task interleaving. Infios, the rebranded Korber supply chain software, SAP with Extended Warehouse Management labor, and Infor round out the group. Strengths: tight integration with task execution and a single platform. Limitations: the labor depth can trail the specialists, and value is greatest for existing customers of that WMS.

Best-of-breed specialists

These vendors focus on labor management and work across warehouse management systems. Easy Metrics, backed by private equity and strengthened by its acquisition of TZA, pairs labor analytics and cost-per-unit benchmarking with TZA's engineered standards, coaching, and onsite labor engineering across hundreds of facilities. Lucas Systems brings voice and AI to labor alongside its picking software, and enVista offers labor software with deep consulting. Made4net and NextView complete the group. Strengths: depth of engineered-standards capability and independence from any single WMS. Limitations: they require integration with the WMS, and the engineering discipline enables organizational commitment.

Analytics and workforce-adjacent

Two further groups sit at the edges. Analytics and benchmarking players, including the Easy Metrics platform itself and NextView, emphasize cost-to-serve visibility and cross-facility benchmarking over classic engineered standards. And workforce-adjacent tools, such as iWAREHOUSE from the forklift world, and generic workforce management vendors extending toward the warehouse, offer lighter labor capability. Strengths: cost visibility and, respectively, equipment or scheduling integration. Limitations: they are not full engineered-standards LMS platforms, and buyers should confirm the depth they actually need.

Vendor summary

Vendor	Tier	Best fit	Notes
Manhattan Active Labor	WMS-embedded LMS	Manhattan WMS customers	Engineered plus dynamic; gamified
Blue Yonder Labor	WMS-embedded LMS	Blue Yonder WMS customers	ML and predictive labor
Infios (ex-Korber) / SAP EWM	WMS-embedded LMS	Korber or SAP customers	Labor within the WMS suite
Easy Metrics + TZA	Best-of-breed specialist	WMS-agnostic engineered standards	Acquired TZA; 550+ facilities
Lucas Systems	Best-of-breed specialist	Voice and AI-driven labor	Labor plus picking software
enVista	Specialist plus consulting	Software with labor engineering	Consulting-led implementations
Made4net / NextView	Specialist / analytics	Labor plus visibility	Broader supply chain tools
iWAREHOUSE	Workforce-adjacent	Equipment and labor telematics	From the forklift world

Positions and notes are Supply Chain Research's interpretation from public information, the Gartner WLOM market, and the Gartner WMS Magic Quadrant, current to mid-2026. There is no full standalone LMS quadrant. Ownership and scope change quickly, including the Easy Metrics acquisition of TZA and the Korber rebrand to Infios; verify current details directly with each vendor.

5. How to evaluate an LMS

The differentiators in labor management are the quality of engineered standards, the fit with your WMS, and the effect on the workforce, more than the feature list. We use five dimensions.

The five evaluation dimensions

- 1. Engineered-standards capability.** How well does the platform build and maintain engineered standards, since that is the defining capability that separates a real LMS from a productivity dashboard?
- 2. Embedded or best-of-breed.** Do you want labor management inside your warehouse management system, for integration, or a specialist tool, for depth and independence? This is the central decision.
- 3. Integration with the WMS.** For a specialist tool, how cleanly does it connect to your warehouse management system, since the two must share task and performance data?
- 4. Workforce experience.** How does the platform handle incentives, coaching, and engagement, since measurement done poorly can alienate workers and done well can motivate them?
- 5. Analytics, AI, and support.** Assess benchmarking and cost visibility, AI-driven and dynamic standards, and the vendor's implementation support, especially the labor-engineering help you will need.

Making the decision

Match the platform to your systems and your commitment. Customers of Manhattan, Blue Yonder, Infios, or SAP may reward the embedded LMS for integration. Companies wanting the deepest engineered-standards capability, or running a warehouse management system without strong native labor, may reward a specialist such as Easy Metrics with TZA or Lucas. Companies prioritizing cost-to-serve visibility over classic standards may start from the analytics-led tools. Then confirm the vendor can help you build and maintain the standards, and that the approach fits your workforce.

A selection process that works

1. Decide whether you want an embedded LMS or a best-of-breed specialist, and shortlist accordingly.
2. Probe the engineered-standards methodology in depth, including how standards are built and maintained.
3. For a specialist, test integration with your warehouse management system early.
4. Assess the workforce experience, incentives, coaching, and engagement, not just the reporting.
5. Confirm the labor-engineering support on offer, and check references in operations like yours.

6. Cost and pricing

Warehouse labor management pricing typically scales with the number of facilities and users, and the largest hidden cost is the labor engineering to build the standards. The models you will encounter:

Pricing model	Typical basis	Notes
Per facility / user	Sites and users	Common subscription basis
Within the WMS	Part of WMS cost	Manhattan, Blue Yonder, Infios
Specialist subscription	Sites and scope	Easy Metrics, Lucas, enVista
Labor engineering	Time studies, standards setup	Often the largest real cost
Integration and support	Project and ongoing	WMS integration, maintenance

What drives the number

The number of facilities and users is the visible cost driver, but the decisive one is the labor engineering required to build and maintain engineered standards, through time studies and predetermined motion analysis, which is where much of the effort and cost sits. An embedded LMS is priced as part of the warehouse management system; a specialist is a separate subscription plus integration. The most common costing mistake is to underestimate the standards work, treating an LMS as a piece of software to switch on rather than an engineering program to run, and then finding the standards are thin, unfair, or quickly outdated. Model the full cost, including the labor engineering to build and maintain standards, against the labor-productivity savings the platform can deliver.

LMS pricing depends heavily on the number of facilities, the depth of standards, and the labor engineering required, so published figures should be treated as starting points. Build a clear plan for how standards will be built and maintained into the buying process, because that work, more than the license, determines both the cost and the result.

7. Implementation: where programs succeed or fail

Labor management programs fail in predictable ways, and the failures cluster around the standards and the workforce, not the software. The recurring causes:

- **Standards are weak or poorly built.** If engineered standards are thin, inaccurate, or seen as unfair, the whole system loses credibility, because everything an LMS does depends on the standard being trusted.
- **Standards are not maintained.** If standards are not updated as processes, layouts, and products change, they decay, and performance figures drift away from reality until people stop believing them.
- **Measurement alienates the workforce.** If measurement and incentives are introduced as surveillance rather than support, they create resistance, grievances, and turnover, defeating the productivity aim, which is the central risk in this category.
- **Integration with the WMS is underestimated.** For a specialist tool, if the connection to the warehouse management system is weak, the performance data is incomplete and the standards cannot be applied accurately.

Standards	Maintenance	Workforce
credible, well-built engineered standards are the foundation	standards must be kept current or they lose all trust	how measurement is introduced decides acceptance or revolt

Three principles that separate success from failure

- **Invest in the standards, not just the software.** Build credible, fair engineered standards with real labor-engineering discipline, because everything the system does rests on the standard being trusted.
- **Introduce measurement as support.** Frame the program around coaching, recognition, and fair incentives rather than surveillance, because measurement done poorly alienates the very workers it depends on.
- **Plan to maintain the standards.** Commit to updating standards as processes change, because standards that decay quietly turn the whole system into numbers no one believes.

A phased rollout

Sequence the program to build trust as well as capability. Begin at one facility, building sound engineered standards, integrating with the warehouse management system, and introducing measurement to the workforce as coaching and recognition rather than policing. Prove that the standards are fair and the productivity gains real, then extend to more facilities, add incentives and pay-for-performance, and layer in analytics and benchmarking. Treating these as sequential stages, with the workforce brought along at each one, is what separates a program that lifts productivity from one that triggers resistance.

8. Trends shaping 2026

AI and dynamic standards

The dominant technology trend is AI applied to labor: dynamic standards that adjust to conditions, machine-learning forecasts of labor need, and, increasingly, agentic assistants that coach supervisors and flag issues in real time. Because building and maintaining engineered standards is the hardest and most labor-intensive part of an LMS, AI that helps generate, adjust, and maintain them is among the clearest near-term applications in the category.

Consolidation

The specialist landscape is consolidating. Easy Metrics acquired the engineered-standards specialist TZA, combining labor analytics with onsite labor engineering, and Korber's supply chain software was rebranded as Infios. This is concentrating capability among fewer, more complete players, and buyers should weigh the breadth this creates against the reduced choice and integration risk consolidation brings.

The human-and-robot workforce

As autonomous mobile robots enter the warehouse, the workforce is becoming a blend of humans and robots, and labor management must evolve to measure and optimize that blend, not just human associates. This is drawing labor management closer to the robotics and warehouse-execution systems, and the ability to manage a mixed human-robot operation is becoming a differentiator.

Worker experience and engagement

Partly in response to the measurement-versus-morale tension, vendors are investing in worker experience: gamification, recognition, and engagement features, some grounded in behavioral science, that aim to motivate rather than merely monitor. With turnover a chronic and costly problem, tools that improve engagement while raising productivity are increasingly central to the value proposition rather than an afterthought.

Labor economics and agentic frontiers

The macro backdrop, rising wages and persistent labor shortages, continues to strengthen the business case, since labor is the largest controllable cost in most distribution centers. As across supply chain software, agentic AI is an emerging frontier, promising supervisor assistants that coach and intervene with less human effort, though it is early and demonstrated capability should be weighed over roadmap promises.

9. Segment-specific guidance

The right approach depends on your systems, your scale, and your workforce. The table summarizes where each segment usually starts; the prose adds the nuance.

Buyer profile	What matters most	Where to start
Existing WMS customer	Integration, single platform	Manhattan, Blue Yonder, Infios, SAP
Deepest standards needed	Engineered-standards depth	Easy Metrics + TZA, Lucas
Multi-site, benchmarking	Cost-to-serve, comparison	Easy Metrics, NextView
Consulting-led program	Labor engineering support	enVista, TZA
Human-robot operation	Blended productivity	WMS-integrated, robotics-aware

Existing WMS customers often reward the embedded LMS for integration and a single platform. **Companies needing the deepest standards** reward the specialists with the strongest engineered-standards capability. **Multi-site operators** reward the analytics-led tools for benchmarking and cost visibility. **Consulting-led programs** reward vendors who bring labor-engineering expertise, and **human-robot operations** reward platforms that can measure a blended workforce. The unifying rule is to match the approach to your systems and your commitment to the standards, then your workforce.

10. ROI and the business case

The business case for labor management is a labor-cost case, and it is compelling because labor is the largest controllable cost in most distribution centers. The levers are higher productivity against fair standards, better staffing, and the motivation that fair incentives provide. The discipline is anchoring the case to your own labor cost and productivity, and treating vendor figures as a ceiling.

Productivity measuring against standards lifts output per labor hour	Staffing accurate labor planning matches staffing to workload	Motivation fair incentives reward and sustain strong performance
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Where the value comes from

Almost all of the return comes from labor productivity. Vendors report improvements in labor productivity commonly in the range of ten to twenty percent, and argue that many distribution centers run at only sixty to seventy percent of their potential, leaving substantial room; one specialist cites a fourfold return. Because labor dominates distribution-center operating cost, even a modest productivity gain across a large workforce is a large saving, and better labor planning reduces the cost of over- or under-staffing. Fair incentives motivate strong performers and make the gains durable. These figures are vendor-sourced and should be treated as a ceiling, and they are realized only where the standards are credible and the workforce accepts the program. The business case is strongest for large, labor-intensive operations with high wage bills and turnover, but the value should be modeled on your own labor cost, productivity, and workforce size, with vendor figures used only to size the opportunity, and with the understanding that the return depends on the quality of the standards and the acceptance of the people.

11. Frequently asked questions

What is a warehouse labor management system?

Software that measures and manages the productivity of a distribution center's workforce against engineered labor standards, expected times for each task built from time studies. From that measurement it drives coaching, staffing, planning, and pay-for-performance incentives. Its defining feature is the engineered standard, which distinguishes it from a simple productivity dashboard.

How is this different from workforce management software?

Substantially. Warehouse LMS uses engineered standards to manage distribution-center labor productivity and is a niche of roughly \$2B. Workforce management is a far larger market that schedules retail and hourly staff and tracks time and attendance, sitting close to human capital management. Both concern labor, which is why they are confused, but they are different markets.

What is an engineered labor standard?

An expected time for a task, built with industrial-engineering discipline through time studies and predetermined motion analysis, accounting for travel, handling, and the specifics of the work. It defines what fair, good performance looks like, and measuring actual performance against it is the core of what an LMS does. Building and maintaining standards is the hardest part of a program.

Is there a Gartner Magic Quadrant for LMS?

Not a full standalone one. Gartner now assesses this niche as Warehouse Labor Optimization and Management, or WLQM, systems, a recent formalization of the category, through a Peer Insights market and market-guide research and as a labor capability within the Warehouse Management Systems Magic Quadrant, rather than a dedicated LMS quadrant.

Who are the leading vendors?

It depends on the approach. WMS-embedded LMS includes Manhattan Active Labor Management, Blue Yonder, Infios, the rebranded Korber, and SAP; best-of-breed specialists include Easy Metrics, now combined with TZA, and Lucas Systems; and enVista pairs software with labor-engineering consulting. Easy Metrics's acquisition of TZA is the notable recent consolidation.

How big is the market?

Narrow warehouse LMS estimates sit near \$1.8B to \$2.0B in 2024, growing at roughly eleven to thirteen percent. It is routinely conflated with the far larger workforce management market, several times bigger, and its labor modules are often counted inside warehouse management system sizing. The narrow figures are the most defensible baseline for the category.

Should I buy an embedded LMS or a specialist?

It depends on your priorities. An LMS embedded in your warehouse management system, from Manhattan, Blue Yonder, Infios, or SAP, offers integration and a single platform. A best-of-breed specialist such as Easy Metrics with TZA or Lucas offers the deepest engineered-standards capability and independence from any one WMS. The right answer follows from whether integration or depth matters more.

What is the biggest risk in implementation?

Alienating the workforce. If measurement and incentives are introduced as surveillance rather than support, they create resistance, grievances, and turnover, defeating the productivity aim. Alongside that, weak or poorly maintained standards undermine credibility. How the program is introduced to the workforce matters as much as the software itself.

What return can I expect?

Vendors report labor-productivity improvements commonly in the range of ten to twenty percent, and note many distribution centers run at only sixty to seventy percent of potential. Because labor is the largest controllable cost, even modest gains are valuable. These figures are vendor-sourced and should be treated as a ceiling, realized only where the standards are credible and the workforce accepts the program.

What does it cost?

Pricing scales with the number of facilities and users, whether embedded in the WMS or bought as a specialist subscription, but the largest real cost is often the labor engineering to build and maintain standards.

Underestimating that standards work, and treating an LMS as software to switch on rather than an engineering program to run, is the most common costing mistake.

12. Recommendations

A practical path for buyers, drawn from the analysis above:

1. **Keep the market separate from workforce management.** Size warehouse LMS on its narrow figures near \$2B, and disregard the far larger workforce management market it is routinely confused with.
2. **Make engineered standards the first test.** Probe how the platform builds and maintains standards before anything else, because that capability is what separates a true LMS from a dashboard.
3. **Choose embedded or specialist deliberately.** Decide whether integration with your WMS or depth of standards matters more, because that is the central decision that shapes the shortlist.
4. **Plan the workforce rollout as carefully as the software.** Introduce measurement as coaching and fair incentives rather than surveillance, because the biggest risk in this category is alienating the workers the system depends on.
5. **Budget for the standards work.** Resource the labor engineering to build and maintain standards, because that work, more than the license, determines both the cost and the result.
6. **Treat ROI claims as a ceiling.** Model labor-productivity savings on your own cost, productivity, and workforce, and remember the return depends on credible standards and workforce acceptance.

13. Methodology and caveats

- This guide synthesizes public market-research estimates, the Gartner Warehouse Labor Optimization and Management market and the Gartner WMS Magic Quadrant, vendor disclosures, and trade reporting, current to mid-2026. Supply Chain Research is independent and accepts no payment from the vendors covered.
- Market-size figures are muddled by conflation. Warehouse LMS is a niche near \$1.8B to \$2.0B; the workforce management market it is confused with (retail scheduling, time and attendance) is several times larger; and LMS labor modules are often counted inside WMS sizing. We treat the narrow figures as the most defensible baseline. The narrow-category sources are SEO-style market-research firms and are directional only, and the workforce management figure shown is directional and a different scope.
- Gartner assesses this niche as Warehouse Labor Optimization and Management (WLOM) systems, a recent formalization, through a Peer Insights market and market-guide research and as a capability within the WMS Magic Quadrant, rather than a full standalone LMS quadrant. The landscape map in Figure 3 is our directional interpretation, not analyst coordinates.
- Productivity and ROI figures, including the ten-to-twenty-percent range and the sixty-to-seventy-percent-of-potential claim, are vendor-sourced and treated as a ceiling.
- Vendor ownership and scope change quickly, including the Easy Metrics acquisition of TZA and the Korber rebrand to Infios. Validate current details directly with vendors before any purchasing decision.

14. Sources

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Additional context drawn from: the Gartner Magic Quadrant for Warehouse Management Systems (labor as a capability); vendor disclosures from Manhattan Associates, Blue Yonder, Infios (formerly Korber), Easy Metrics and TZA, and Lucas Systems; and trade coverage of the Easy Metrics acquisition of TZA and the Korber rebrand to Infios. Productivity and ROI claims are vendor-sourced unless otherwise noted, and there is no full standalone Gartner Magic Quadrant for labor management.

Supply Chain Research is an independent, vendor-neutral research platform for supply chain and IT leaders. We accept no payment from the vendors covered. Figures should be validated against your own requirements before any purchasing decision.