

The Customer

David Weekley Homes

Industry

Services

Number of Employees

900

Key Benefits

- * Reduced HR-related calls by adding online self-service for employees and managers
- * Improved benefits enrollment with Web functionality
- * Automated a range of HR process for cost-effective management of rapid growth

“One of the most significant benefits we’ve achieved with UltiPro is manager self-service. Now our 120-plus supervisors have many more tools on hand to help them address issues in a timely manner while freeing up our HR team to maximize productivity and handle a larger workforce.”

Mike Brezina
Vice President of HR
David Weekley Homes



Company Profile:

David Weekley Homes, founded in 1976, is headquartered in Houston, Texas and operates in 18 cities across the U.S. The company was the first builder to be awarded the Triple Crown of American Home Building, an honor which includes “America's Best Builder,” “Builder of the Year,” and the “National Housing Quality Award.” David Weekley Homes also has appeared numerous times on FORTUNE® magazine’s “100 Best Companies to Work For” list. Since its inception, David Weekley Homes has sold more than 50,000 homes.

The Challenges:

David Weekley Homes was managing growth while trying to keep employee-related costs low. For its HR and payroll, the home builder had been using a mainframe system that lacked the sophisticated functionality to automate many processes—resulting in redundant data entry and rooms of filing cabinets filled with paper forms related to benefits enrollment, address changes, direct deposit modifications, and more. Plus, the HR department was overwhelmed with requests from employees and managers on everything from year-to-date personal payroll information to headcount reports that often were time-consuming to address.

The Solution:

David Weekley Homes selected UltiPro in 2001 for its end-to-end, unified human resources, payroll, and talent management. By rolling out UltiPro’s self-service for employees and managers, the company consolidated communication for its offices located throughout the U.S. and redistributed the responsibilities for specific workforce tasks to its employees.

David Weekley Homes allows team members to log into UltiPro and then review benefit deductions, compensation history, year-to-date pay information, and more. Managers are provided with real-time detail on their teams, such as performance reviews and paid-time-off histories, and can submit salary changes using workflow approvals.

Another key improvement with UltiPro is the company's online functionality for benefits enrollment. Team members can log in from home or office—anywhere with a Web connection—and then complete the entire benefits enrollment process in minutes. Previously, the HR department had to distribute paper forms to the company's 14 locations, wait for their return, and manually enter information into spreadsheets.

According to Idalia Valdez, HRIS analyst for David Weekley Homes, open enrollment is much more effective with UltiPro. Once the HR team completes the process, it takes only a few clicks to pull the data into a file for benefit providers—as opposed to the days of work it took for three or four people with its previous process for annual enrollment.

With UltiPro's providing employees with quick online access to individual HR/payroll-related information, David Weekley's workforce now can view, modify, and update a range of data, such as home address, names of beneficiaries, and direct deposit choices, without assistance from administrative staff. Electronic transactions also have increased the productivity of HR staff, freeing them to take on strategic tasks, such as evaluating turnover and compensation.

"UltiPro has been a source of tremendous efficiencies for us, has given us the tools to operate as effectively as possible, and has helped us manage growth," said Valdez.