

The Customer

Development Design Group

Industry

Services

Number of Employees

100

Key Benefits

- * Reduced the process for benefits enrollment from weeks to four days
- * Improved HR's ability to provide enhanced services to employees
- * Quickly fulfills complex reporting and compliance requirements

“Benefits enrollment has gone from taking weeks to taking four days from start to finish with UltiPro. Our HR team spent the last half day verifying information, and it was perfect.”

Ayelet Gincel
HR Manager
Development Design Group



Company Profile:

Development Design Group (DDG) is a planning, architecture, and design company that delivers dynamic solutions to place-making in cities, towns, and suburbs all over the world. Some of DDG's most notable and successful endeavors include Istinye Park in Istanbul, Turkey; award-winning themed movie destinations of Muvico Theaters; and the ICSC award-winning Easton Town Center near Columbus, OH.

The Challenges:

DDG had been using a payroll service bureau, but HR leadership determined that the company needed a solution with stronger capabilities for human capital management, including benefits enrollment, employee self-service, and reporting.

The Solution:

Since going live on UltiPro Workplace in November 2008, DDG has increased efficiencies, automated manual processes, and enhanced services to its employees.

For example, before UltiPro, DDG's employees had to complete at least five different forms during the benefits enrollment period, even if they weren't making changes to their benefits choices.

Organizations that use UltiPro for benefits enrollment do not need to print and distribute benefits handbooks, instructions, or forms because all information is instantly accessible online and the process is entirely automated using the Web. Once completed, information is populated in each benefit area, making it faster for employees and reducing the opportunity for errors.

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Companies that use UltiPro Workplace also benefit from other online tools. Using UltiPro's feature for self-service, employees can log on to view their personal HR and payroll details—reducing calls and emails to the HR department. Employees enjoy 24-7 access to pay stubs, W-2 forms, and personal pay and benefits information.

“Since we've empowered our employees to get their own information, HR can provide more personalized assistance as well as take on more strategic tasks,” said Gincel. “Our business can expand and invest more resources in other areas of HR, which did not get much attention before.”

During a changing economy, it is critical for human resources to have immediate access to real-time data in order to monitor labor costs, respond to compliance requirements, and generate workforce reports for executives and managers. Using UltiPro, DDG has streamlined its monthly reconciliation of benefits and reporting to outside sources, saving significant time and money.

“UltiPro's out-of-the-box reporting enables us to fulfill complex reporting and compliance requirements much more easily. With our previous provider, we had very basic reporting available,” said Gincel.

“UltiPro has the workforce analytics for our company's growth. Plus we added this entire enhancement at a cost similar to our previous system. Our transition went smoothly—largely because of the great support provided by the UltiPro team.”