

Minitab, Inc.

Transforms Human Capital Management with UltiPro Workplace



Company Profile:

Minitab, Inc. is one of the world's leading developers of statistical analysis and process improvement software for academic and commercial users.

Products include Minitab Statistical Software, used to teach statistics in more than 4,000 colleges and universities worldwide; Quality Companion, the package professionals use to plan and execute Six Sigma projects in companies around the world; and Quality Trainer, a subscription-based online learning service that provides easy access to quality statistics expertise.

Headquartered in State College, Pennsylvania, Minitab, Inc. operates offices in the U.K., France, and Australia, with additional representatives throughout the world.

The Challenges:

Minitab experienced limitations because it had been using a payroll service bureau and a separate HR solution that it had outgrown.

To manage expansion while controlling costs, the company sought a unified HR, payroll, and benefits solution with robust reporting tools and Web access for its workforce.

The Solution:

In July 2008, the software company selected UltiPro Workplace and quickly experienced significant improvements with comprehensive HCM functionality, analytical tools, and a centralized Web portal.

Business results for Minitab included streamlined HCM processes, improved information delivery and availability, and enhanced services across the organization.

"UltiPro is adding tremendous value to our business," said Jill Skipper, senior HRIS advisor for Minitab, Inc. "Because we have automated so many employee management processes that previously required manual intervention, we now need one less person to handle the same responsibilities we had before UltiPro."

For Skipper, who handles much of the business intelligence for Minitab, responding to requests for reports used to require compiling information from a dozen different solutions and databases.

Ultimate
SOFTWARE
People first.

The Customer

Minitab, Inc.

Industry

Services

Number of Employees

320

Key Benefits

- Achieved a range of HCM efficiencies throughout the organization and reduced HR headcount
- Experienced significant business improvements with meaningful, real-time HR metrics
- Delivered immediate, 24-7 access to employee info through self-service

Now with UltiPro, the information is not only in one centralized location, but the reports are also highly configurable in order to address demands for unique reporting.

"I use UltiPro's reporting on a daily basis to address everything—HR compliance requirements, company asset tracking, benefits deduction analysis, employee tenure reports, and more," said Skipper

"In order to manage their employees effectively, executives and managers need real-time access to meaningful HR metrics and analytics. All of our HCM reporting is so much easier with UltiPro."

Another business advantage for Minitab is UltiPro's Web access for the entire workforce. With UltiPro, Minitab's employees can view their individual HR/payroll details as well as direct deposit selections, the schedule of upcoming pay dates, and instructions for adjusting tax withholdings. Minitab has also discontinued printing direct deposit advices because employees can see their fully secured paycheck details from their homes or offices.

"Whenever they need something, our employees can quickly get information without disrupting their daily workload. This kind of benefit to our workforce is important to employee satisfaction, productivity, and efficiency," said Skipper.

Building on its success with UltiPro, the software developer began using the UltiPro solution's functionality for recruitment to streamline its processes for talent acquisition and applicant management.

"Because UltiPro is accessible to everyone in our organization, the benefits of the solution have extended beyond HR and are positively affecting the entire company," said Skipper.



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Jill Skipper
Senior HRIS Advisor
Minitab Inc.

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