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Consolidated Global Reporting With UltiPro



BY LAURA BRAY

Every month, several full-time analysts at Culligan International used to export reams of data from multiple reporting systems into a spreadsheet, so they could produce consolidated global HR reports.

However, after the global leader in water filtration implemented UltiPro for human capital management (HCM), Culligan eliminated the need for a separate Canadian payroll system—reducing headcount, significantly cutting costs, and simplifying monthly processing. UltiPro from Ultimate Software provides comprehensive HCM—including human resources, benefits, payroll, talent management, and strategic HCM reporting and analytics—in one central solution.

“Nearly all large businesses have some level of globalization—and increasing numbers of smaller businesses as well,” said Zach Thomas, Vice President of product strategy at Ultimate Software. “But these businesses often don’t have one master system of record for their employees. There’s no way to look at the entire workforce. HR staff typically spends hours upon hours pulling reports from various systems and putting together spreadsheets manually to get an overall picture. The amount of time spent on these tactical activities interferes with the HR team’s ability to focus on the more strategic areas of HR, like talent management.”

UltiPro provides a single, comprehensive solution that enables streamlined global HR reporting. Some of UltiPro’s reports include total headcount, compensation reports, and average tenure—either for the company as a whole or by individual countries. These reports enable the business to answer questions such as, “How many employees do I have in certain countries?” or “What countries have the longest tenured employees?” These are difficult questions to answer when data is housed in different systems. UltiPro provides a global system of record for HR to track and analyze such metrics.

Laura Bray is a San Antonio-based freelance writer; formerly, she served as both a payroll manager and an accounting systems manager.

Employees can access their HR information via a role-based web portal that presents only the functionality they need to perform the tasks they are authorized to complete. The employee selects his or her preferred language, and the system remembers this preference. Localized versions in English, French, and Spanish are delivered out-of-the-box and present data, such as address, postal code, and phone number, in the correct formats.

“UltiPro provides our company with the tools to make the best use of resources and manage costs. We now have one system of record for our employee master data. By using self-service, all of our employees, including ones in global locations, can update their own personal data—information that they know best,” said Mary Brumm, CPP, Payroll Manager at NVIDIA Corporation.

“Our Canadian employees are thrilled that they can see their own data now. They can go online and see everything—their PTO, their emergency contacts, and more. They can edit the things they’re authorized to edit. They’re really happy with it, and they use it all the time,” said Angie Galanis, Payroll Director at Culligan International.

“Businesses spend lots of time reconciling reports from different systems. When this is centralized, these reconciliation processes all go away,” said Thomas. “The business can then either redirect staff to other initiatives—such as focusing on acquiring, cultivating, and retaining top talent—or manage company growth without having to add additional headcount. Many of our customers have been able to grow their workforces significantly without having to add HR staff, thanks to the efficiencies they’ve gained with UltiPro.”

“Many businesses that extend beyond the United States can struggle to efficiently handle globalization from an HR perspective,” said Brumm. “As we continue to position our company for expansion, UltiPro’s sophisticated, scalable functionality is helping us consolidate all of our HR processes and data into a single solution.”

A leading provider of unified, end-to-end human capital management solutions, Ultimate Software delivers UltiPro to more than 1,900 customers with employees in 106 countries. For more information, visit www.ultimatesoftware.com. ■