



NUCLEUS
RESEARCH

UKG READY EQUIPS SMBS WITH ENTERPRISE HR

ANALYST

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THE BOTTOM LINE

As organizations adjust to work-from-home measures, having a singular location for HR processes has become crucial to maintaining efficiency. This is also true for organizations with multiple disparate locations or growth plans that want to consolidate processes in areas such as core HR, payroll, talent, and time and attendance. UKG Ready is a cloud-based platform that encapsulates HR, payroll, and workforce management with automated features that allow organizations to reduce time spent completing manual processes, while offering a cohesive suite experience that maximizes collaboration among HR departments. Nucleus found that several organizations were able to reduce time spent processing payroll by more than 50 percent after deploying the solution and leveraging its automated capabilities.

OVERVIEW

Having single suite for human resources (HR) processes has become increasingly critical as organizations operate remotely. A combination of payroll, HR, talent, and time and attendance capabilities not only allows for greater cohesiveness among departmental practices but allows users to reallocate time previously spent completing manual tasks and maintain better compliance. UKG Ready, formerly known as Kronos Workforce Ready, is a comprehensive platform for HR, payroll, and workforce management (WFM) that allows customers to unify processes across the organization and save manager time while promoting an improved employee experience.

UKG READY

The UKG Ready platform offers cloud-based solutions for HR management, WFM, Payroll management, analytics, employee experience, and security. The platform also has a mobile app that offers users a consistent interface. The solutions are all customizable, allowing organizations to cater to different worker types, such as salaried, hourly, and contracted. Automation through the platform adds efficiency to processes including hiring, onboarding, benefits administration, payroll processing, scheduling, and reporting. Whether employees are back in the office, continuing to telecommute, or doing hybrid work-from-home (WFH) and in-person work, employers are realizing the value of employee engagement. Task automation through UKG Ready allows organizations to rededicate time that would be spent completing manual processes to building strategies and ensuring that workforce engagement is maintained. Accessibility of all modules in a single location, as well as mobile access, allows for greater adoption among an organization's workforce. The system also offers third-party integrations for processes such as recruiting, background checks, and benefits administration to allow employers to maintain singularity of solutions while taking a best-of-breed approach.

KEY BENEFIT AREAS

When speaking with UKG Ready customers, Nucleus found three key benefits resulting from deployment of the solution.

Increased Productivity. The UKG Ready mobile app allows managers to approve time-off requests and respond to employee inquiries on-demand. Additionally, automated capabilities through the solution can save managers a significant amount of time on manual

processes and allow them to focus on other value-added administrative tasks. By having modules for HR, Payroll, and WFM in one place, employees and managers can reduce time previously spent logging into several systems to access the information that they need

Shortened Employee Time-to-Value. The platform's ability to offer hiring, onboarding, and benefits administration in a single location allows the process of achieving new hire value to begin sooner. This is especially critical as telecommuting has become to new normal and paper-based onboarding processes have become cumbersome and add substantial paper and mailing costs to the organization. Additionally, the solution's intuitive UI and ease of use eliminates the need for training while increasing adoption rates.

Increased Accuracy/Compliance. In addition to speeding up multiple processes, UKG Ready's automated capabilities allow organizations to avoid discrepancies in time tracking, payroll processing and reporting that often take a considerable amount of time to identify and fix.

**One company saved
\$25,000 per year by
going completely
paperless with Ready.**

CUSTOMER EXPERIENCE

FINANCIAL SERVICES PROVIDER

This American financial services provider was using Payentry to set clients up on payroll but found the system to be outdated and clunky, indicating the need for updated solutions. After conducting research on several HCM vendors, the organization chose to implement UKG Ready for more than 25 of its clients' payroll needs, as well as the time and attendance module for internal use. Deployment of the solution took place more than 2 years ago and continues to be a valuable resource for setting clients up on the system and running customized reports. One user that Nucleus spoke with noted that the learning community was helpful in facilitating adoption of the platform, and that the ability to customize reporting has been critical to adding efficiency to payroll processes for each client. Upon deployment of the solution, a majority of the organization's clients were able to save more than 50 percent of time previously spent identifying and fixing payroll errors by leveraging automated processing.

HEALTHCARE ORGANIZATION

This healthcare organization has approximately 100 employees and was using Sage Abra HRMS for its HR processes. The existing system required a significant amount of manual work on the part of administrators, prompting the organization to search for a new solution. In 2015, the organization chose to implement UKG Ready, then Kronos Workforce Ready, to leverage automated capabilities for departmental time savings. Nucleus found that the organization was not only able to save time previously spent completing manual tasks in areas such as payroll and timekeeping, but also achieved substantial cost savings of approximately \$25,000 per year resulting from its ability to go completely paperless with the new solution.

CONCLUSION

UKG Ready offers end-to-end HCM for smaller and mid-sized organizations. Nucleus believes the solution will grow stronger as it sees expanded functionality and begins to add and integrate more "enterprise-level" functionality from the previously named Ultimate UltiPro suite. This should make UKG Ready an excellent value for SMBs, who will now have access to functionality not available from other SMB-focused vendors. The cloud-based deployments will help to keep maintenance and IT costs down, while also delivering a faster time to value, which is key for smaller vendors making large investments in a down market.