



# Oil States International Uses UKG Pro to Manage Global Operations

Oil States International is a manufacturer of products for deepwater production facilities and drilling equipment, as well as a provider of completion services and land drilling services to the oil and gas industry.

Employees: 3,000  
Industry: Petroleum Refining

## Top Challenge

Headquartered in Houston, Texas, the company has approximately 3,000 employees, with more than 20 percent working internationally in countries including Canada, the United Kingdom, India, Brazil, Thailand, Singapore, Argentina, and Mexico.

## Solutions

Oil States can run reports and deliver guidance to upper management regarding headcount, and salaries with currency conversions, so they can see total labor costs in real time.

Company can access information about its global operations anywhere, anytime, for one or multiple countries without having a local administrator extract the data.

## Results

Reports organized by salary, seniority, or experience helped pinpoint opportunities for workforce efficiencies.

UKG Pro delivers the platform configurability needed to create unique fields that support country-specific data.



## Key Benefits

- **Visibility into worldwide employee population**
- **Flexibility to create fields by country to be responsive to the needs of individual locations**
- **Instant access to business intelligence on employees in international locations delivers better speed, accuracy, and support for decision making**

“Because Pro can provide a comprehensive system for our employees worldwide, we have visibility into our entire employee population.”

Melissa Aldridge, HRIS supervisor

## Solutions

A UKG Pro, formerly UltiPro, user since 1998, Oil States made the solution its master system of record for its global workforce in 2010.

“Because Pro can provide a comprehensive system for our employees worldwide, we have visibility into our entire employee population,” said Melissa Aldridge, HRIS supervisor for Oil States. “Instant access to business intelligence on employees in our international locations gives us better speed, accuracy, and support in our decision making. We can run reports and deliver guidance to upper management regarding headcount, and salaries with currency conversions, so they can see in real time our total labor costs.”

Prior to housing all employees in one system, management could only gain global reports by first having an administrator in each country extract local data, and later compiling the reports at HQ. Pro’s immediate-reporting capability has helped Oil States make strategic adjustments during the industry’s severe economic downturn.

“We can access information about our global operations anywhere, anytime for one, or multiple countries,” said Aldridge. “Given our geographic distribution and multiple divisions—rental equipment, rigs, replacement parts, offshore—Pro’s reporting functions have been an essential planning tool for the HR team and upper management. Reports organized by salary, seniority, or experience helped us pinpoint opportunities for workforce efficiencies.”

## Results

While Pro is able to provide a comprehensive view of employee and organizational performance, Oil States is also able to leverage Pro’s platform configurability to create unique fields that support country-specific data.

“We have different cultures in our organization and each country has particular needs,” said Aldridge. “Pro gives us the flexibility to create a field for Asia, but conceal it from the rest of our organization, or set up a field that is essential for our Energy Services group, but unrelated to our other industries. With Pro, we can add an extra field and track previously inaccessible data.”

