

# People Operations



## COMPLY

with speed and agility to evolving safety and employment legislation

Risk is everywhere. Organisations of all types and sizes are today facing major obstacles caused by global economic, political and social pressures.

To achieve compliance, without additional time and administration burden for managers, organisations need to leverage cloud-based, AI-powered, people operations solutions that combine workforce management and HR service delivery capabilities.

Through real-time visibility and control, your people and operations teams will have the tools they need to compliantly meet the needs of your customers, business and employees.

### What's needed?



## Configure your people operations solution to automate compliance

- Select a people operations solution that can be quickly and easily be configured to enable the consistent application of labour compliance and data management rules
- Leverage your people operations solution to standardise policy interpretation and implementation, reducing compliance risk

With our UKG workforce management solution newly live, we needed to react swiftly to ensure colleagues were correctly paid for additional shifts triggered by surging demand when COVID-19 hit.

We were able to swiftly flex our labour model and demand forecasts to reflect shifting buying behaviour: our labour schedules quickly reached 95% accuracy.

Our Finance team love the labour cost visibility the solution provides – aware of all changes, they can plan accordingly.

Group Manager, Central Support  
Central England Co-operative

### Key facts

On average, HR and payroll departments spend approximately

**30**

hours per week on compliance related Activities<sup>1</sup>

A research study found

**35%–90%**

reduction in time required to manage compliance using UKG workforce management<sup>2</sup>

And

**70%–80%**

reduction in pay calculation errors using UKG workforce management<sup>2</sup>

1 Source: Kronos Incorporated, "Risky Business: Majority of HR and Payroll Professionals Witness Questionable Compliance Practices" (March 19, 2018), found at <https://www.kronos.com/about-us/newsroom/organizations-software-undermine-their-own-employee-experience-finds-workforce-institute-kronos-survey>

2 Source: Research Study: Cloud-Based Workforce Management Powers Midsize Organizations - <https://www.kronos.com/resources/research-study-cloud-based-workforce-management-powers-midsize-organizations>



## Build work schedules that accurately align with demand and legislation

- Recognise the necessity to take labour scheduling beyond the alignment of people with demand, into the realms of employee needs and safe site capacity.
- Adopt people operations solution able to simplify complex demands, so you can meet new requirements with agility, maintain compliance and employee well-being, and capitalise on emerging opportunities

Our UKG solution shows the permitted number of employees, and the number being scheduled. Visibility of this data, which we wouldn't have without UKG, is hugely beneficial, enabling us to make sensible decisions based on real data. The solution's flexibility has boosted EE's resilience during the COVID-19 pandemic, enabling us to react agilely, execute quickly, and protect our employees.

Jim Hale,  
Resource & Planning Professional  
EE Ltd

### Key facts

Nine out of 10 employees globally

**90%**

think their organisation can improve scheduling<sup>3</sup>

Organisations with

**90%**

or better scheduling accuracy are 44% more likely to use automated scheduling solutions, and incur 41% less unplanned absences<sup>4</sup>

EE achieved a

**90%**

reduction in time taken by managers to build work schedules using UKG<sup>4</sup>

3 Source: Working Your Way Study - <https://www.kronos.com/about-us/newsroom/organizations-software-undermine-their-own-employee-experience-finds-workforce-institute-kronos-survey>

4 Source: Next Generations Workforce Management: The ROI for Accurate Scheduling <https://www.stillboard.com/wp-content/uploads/2018/04/Aberdeen-ROI-of-Accurate-Scheduling.pdf>



## Proactively monitor employee well-being, skills and certifications

- Give careful, thorough consideration to your role in and, commitment to your workers' financial, physical and mental well-being
- Deploy people operations technology able to capture and monitor the health status, skills and certification and availability of employees in real time

Your HR manager is now your nurse, hall monitor, and remote IT liaison. The pandemic has forever changed the role of human resource professionals.

Fast Company  
15th September 2020

### Key facts

**42%**

of workers believe their organisations were prepared to manage through the start of the COVID-19 pandemic<sup>5</sup>

**53%**

of U.K. workers say their organisation went above and beyond expectations during the pandemic<sup>5</sup>

**33%**

of employees say they trust their employer more now than before the pandemic began because of how organisations reacted<sup>5</sup>

5 Source: Physical safety, psychological security, job stability: employees worldwide share top COVID-19 concerns for the workplace of today and tomorrow <https://www.kronos.com/about-us/newsroom/physical-safety-psychological-security-job-stability-employees-worldwide-share-top-covid-19-concerns>

## UKG People Operations: The key to compliance with evolving safety and employment legislation



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