## **People Insights**

# Get proactive, practical, and trusted guidance automatically that **helps you help your people**.

Making the right decisions for your people and your organization is challenging, especially when you have limited resources and many competing priorities. That's why UKG Ready® People Insights delivers the information you need to be confident you're on the right path without adding to your workload. With People Insights the Ready solution becomes your advisor, automatically finding opportunities for continuous improvement to maximize your time, focusing you on the data needed for meaningful action, and helping you make a proactive, positive impact.

		External Benchmarks X		Search	a 🕫 🧖 🖗 🕻		
HR Setup > Jobs		Compensation	Staffing Training Ove	rtime			
← Job		Materials Handle	er	01/01/2023 -	SAV	E JOB INFO HISTORY ADD NOTE	
Job				Your company		1	
		Average compens		\$3,291,00			
	Category Logistics		1.00	• •	o Salary Surveys Defined		
Name* Abbreviation	Name* Materials Handler		S200.00 less than others average  S2,451.00  S3,561.00  S4,267.00  Abs.s01kVrv				
Abbreviation		based on selection	ns below				
Description					-		
Job Description		Compensation Details				Compatencias	
	B I ⊻ ↔ I 票 품 품 ≣						
	Times New R.,	Attributes	Darren Scroggins	Others			
	x 6 = = = = = = = = = = = = = = = = = =			UKG's proprietary dataset	ADD GROUP		
	& ∅ ⊠ ↔ ⊞ ← ▲ ← ≰ ←	Job Classification	Materials Handler	Materials Handler 👻 🕖			
	A material handler maintains production and distribution c by pulling orders from inventory; delivering production m and supplies; staging finished product.	EEO Classification	Operatives	All ¥		1	
	ань зарриса, задиц лизниса розаст.	Compensation (average)	\$3,291.00	\$3,581.00	Last Name	다 년 Employee Status	
		Compensation	\$3,291.00	\$2,451.00-\$4,287.00	starts with 🐱	34 w	
External Id		(range)				Terminated	
Visible Display On Applicant Tracking Applicant Tracking Only	2	Company Size	>1000	>1000 🕶	Holand	Active	
in the second seco		Vertical	MFG	All 🕶 🛈	May Brewer	Active	
Standard Work Day					Moss	Active	
Employee Type		Region	NorthEast	NorthEast 👻	Stanley	Active	
EEO Classification					Plant	Activo	
EEO-4 Classification Union					Pradhan	Active	
	Non Exempt 20 - K			Close			
	Hourly Non-Exempt ~						
Eint Crano			Notes			1	



## Combat employee burnout with Fatigue Analysis

Recognize when people are getting burned out, understand what is contributing to it, and receive guided recommendations on how to improve their experience.



## Gain actionable insights using Internal & External Benchmarking

Better understand what normal looks like for your organization, how you compare to industry standards in various categories, and be able to identify outliers in order to confidently drive positive change in the right areas of your business.



## Make decisions with confidence by listening to your people

Know how people feel about important activities and initiatives across the employee life cycle to make the right decisions based on facts instead of instincts in areas such as recruiting evaluations, engagement surveys, and performance reviews.

### Key benefits

#### **For HR Professionals**

- Retain top talent by anticipating both their needs and challenges, including fatigue and flight risk
- Recognize common emotions around processes in an evidence-based way
- Cut through the noise to focus on the right areas of success or improvement
- Receive guidance on how to tell the right stories using your on-demand people data
- Receive actionable updates in the moment to stay ahead of priorities
- Spend more time helping your people and contributing to strategy and less time hunting for answers
- Stay competitive by using external benchmarking to identify areas of your organization that may need improvement based on how you compare to industry standards

#### **For Managers**

- Give your team the support they need right when it will make the most difference
- Have your feelings actively considered as business strategies evolve using surveys
- Recognize successes and gain clarity on opportunities to improve processes
- View the information you need delivered in a way that lets you take action
- Stay up to date on the latest developments with your team and the wider organization
- Become a champion for your team by focusing on what matters to them and showing them their business

#### **Key features of UKG Ready People Insights**

- Flight risk analysis to predict who is likely to leave based
  Recommendations of possible actions to take based on on a variety of proven contributing factors
- Fatigue detection to predict and help prevent employee
  Embedded AI automation and management of all burnout
- Sentiment analysis for key insights into activities such as applicant evaluations, engagement surveys, and performance reviews
- Internal and External Benchmarking for insights into common areas of your organization and how you compare to industry standards
- Guidance on common reporting questions with quickstart visualization templates to answer them
- In-depth pivot table exploration and comparison of data from across the UKG Ready system
- Analytics dashboard for easy sharing of insights and regular checking of key performance indicators

- your people data
- People Insights processes in order to provide proactive advice
- Real-time updates for predictions, alerts, and recommendations
- Continuous improvement of predictions, alerts, and recommendations based on new data
- Continuous personalization of results for specific roles, teams, and your organization



#### Connect with us online @UKG.com

© 2023 UKG Inc. All rights reserved. For a full list of UKG trademarks, please visit ukg.com/trademarks. All other trademarks, if any, are property of their respective owners. All specifications are subject to change.