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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.
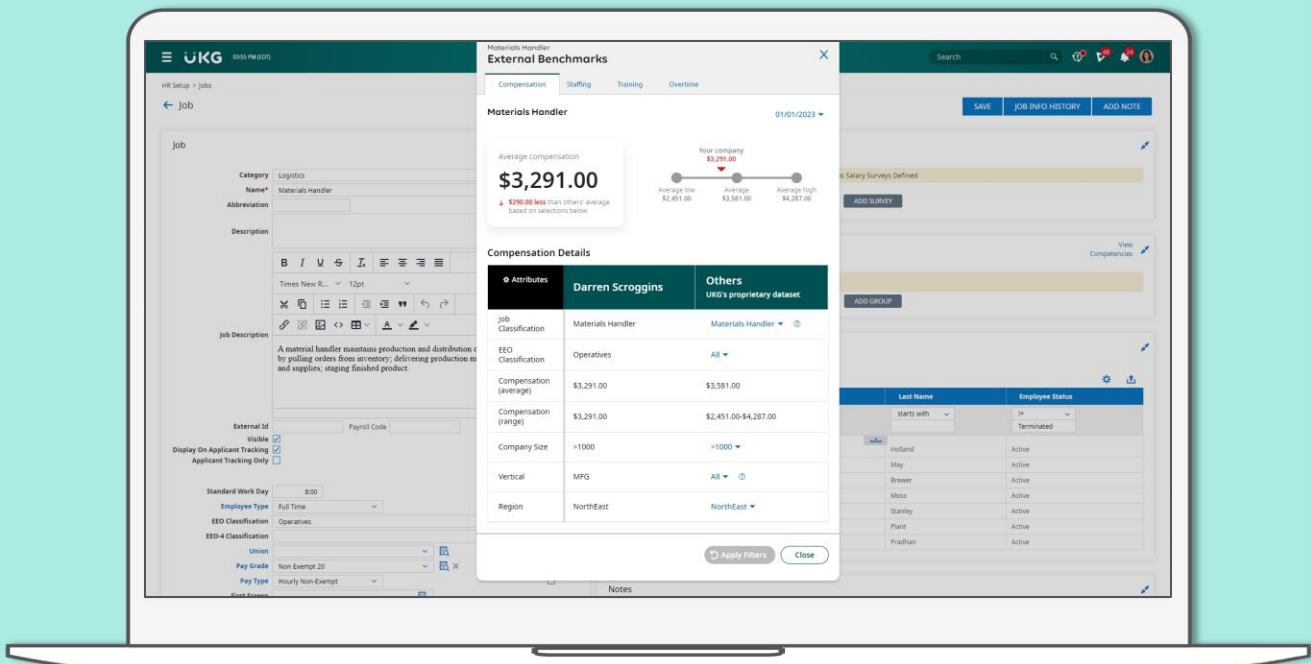
Combat employee burnout with Fatigue Analysis

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 impact.

Key features of UKG Ready People Insights

- Flight risk analysis to predict who is likely to leave based on a variety of proven contributing factors
- Fatigue detection to predict and help prevent employee 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 quick-start 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

- Recommendations of possible actions to take based on your people data
- Embedded AI automation and management of all 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

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