

# Data-Driven Value Assessment Datasheet

## Objective

A Data-Driven Value Assessment is a comprehensive assessment of an organisation's current UKG Workforce Central® data designed to provide actionable insight into an organisation's workforce challenges by leveraging features of the UKG Dimensions™ suite.

Designed to support an organisation's business case, the assessment provides analysis in areas including:

- Overtime hours and wages, to help identify where unused capacity can replace overtime pay
- Absence, to understand where absence trends can negatively impact an organisation's productivity
- Scheduling and an organisation's ability to stick to the plan, leverage capacity, and avoid unnecessary edits
- Turnover and trends with employee hiring and separation by tenure and location
- Compliance, including payroll leakage and avoidance of manager activity that can lead to employee underpayments and litigation
- Automation of routine tasks through implementation of UKG Dimensions

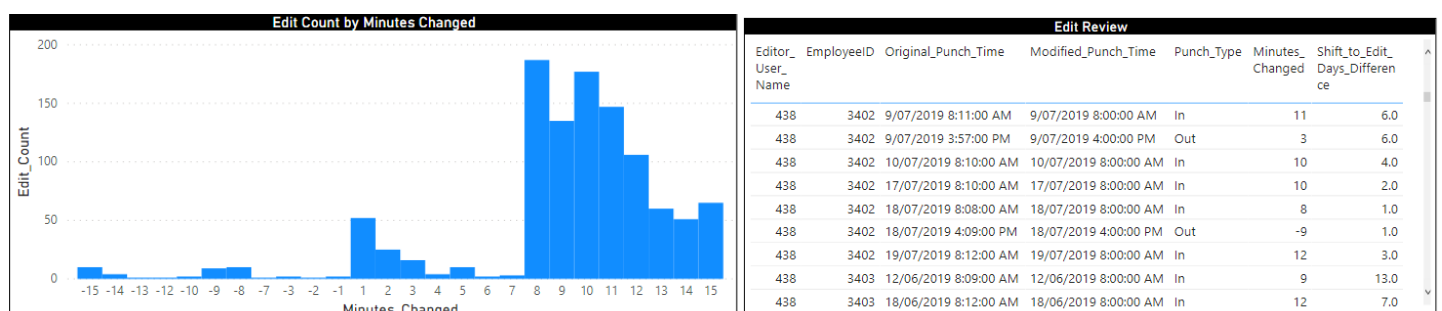
## Key Benefits

- **ENGAGES EXECUTIVE LEADERSHIP** to help initiate change and support.
- **BUILDS A BUSINESS CASE** for change management and financial approvals within your organisation.
- **DELIVERS ACTIONABLE INSIGHTS** via customised operational dashboards with real data from your organisation.
- **INCLUDES A DEDICATED CONSULTANT** with workforce management industry experience preparing the assessment.
- **LEVERAGES UKG DATA SCIENTISTS** to extract data from your database

## Approach

A UKG™ workforce management consultant with industry and domain expertise partners with UKG data scientists to collect data from an organisation's UKG Workforce Central® database. This data is then manipulated and transformed into operational dashboards that provide unprecedented insights into the organisation's performance in the key business value areas mentioned above. The organisation benefits by receiving performance insights that compare the organisation to industry-standard KPIs and help identifying areas where productivity, compliance and cost control can be improved.

## Operational Dashboard Examples



Compliance dashboards help uncover risky timecard behaviour down to the editor and employee levels and identify where high-risk rule interpretation or unnecessary, time-consuming edits are occurring to save cost and avoid potential litigation.

## Process Overview

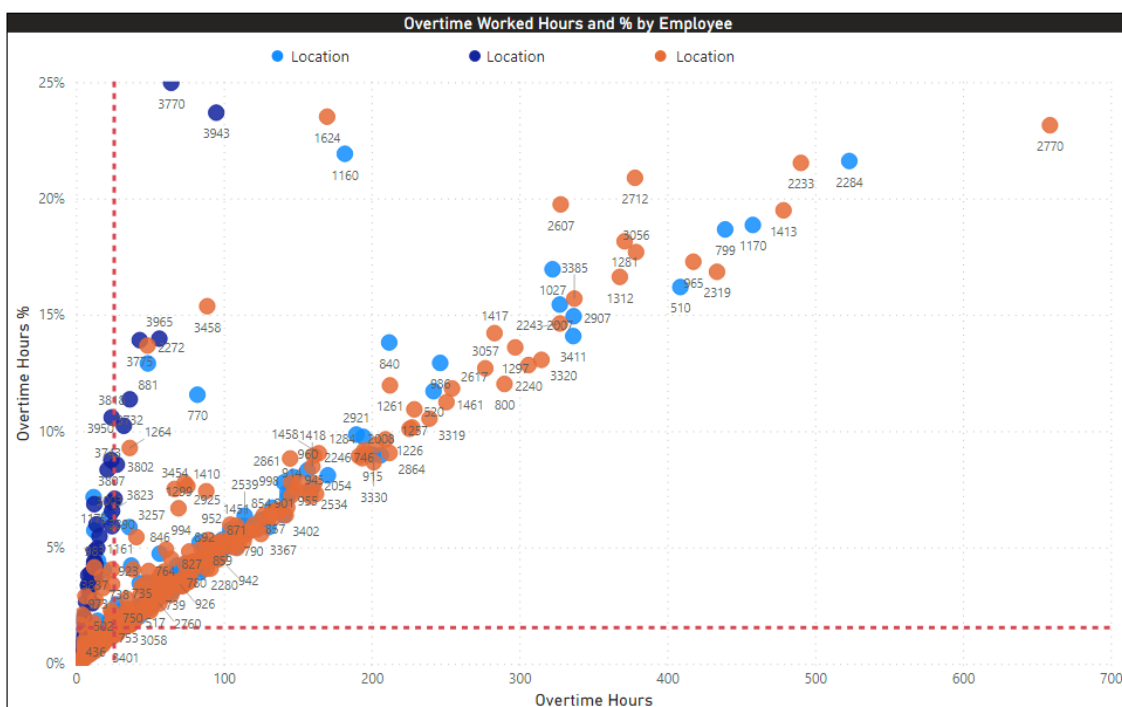
Performing this engagement requires:

- An executive sponsor to ensure the project is supported and that UKG can secure an in-person executive/C-suite-level presentation
- An operational sponsor to ensure UKG can get answers to operational questions and facilitate access to the data necessary for the analysis. The operational sponsor participates in a data discovery call and an early finding review and may coordinate stakeholder interviews
- Data discovery call uncovers focus areas for the organisation as a whole and key decision-making executives
- The review call enables the sponsor to provide feedback on the assessment prior to delivery to the organisation's executive team
- If data is on-premise, the operational sponsor coordinates with a technical subject-matter expert and UKG to send the data to UKG
- A payroll subject-matter expert within the organisation who can answer questions on pay code and system configuration
- A signed data waiver authorising UKG to access the data.

## Deliverables

Deliverables include a comprehensive assessment and evaluation that includes proposed savings value. Savings values are aligned with industry productivity, compliance, and labour spend improvements realised by a migration to UKG Dimensions. This assessment is presented by a workforce management consultant to executives and provided afterwards to support in the development of a business case. Where additional data can be provided, analysis that measures schedule performance vs volume drivers such as covers, sales or SKU's can be provided.

## Operational Dashboard Example



*Overtime Worked Hours and % by Employee helps an organisation understand where outlier employees exist, dive deep into the causes of this overtime, and develop preventative measures.*

**To determine if this engagement is suitable for your organisation, please contact your UKG account executive: 1300 132 742 | [contactus@ukg.com](mailto:contactus@ukg.com)**