

UKG Pro Implementation Case Study:

Large Cruise Company Partners With HRchitect to Implement UKG Pro



OVERVIEW

HRchitect engaged with our Client to implement UKG Pro. With multiple FEINs, multiple pay frequencies, and variable employee counts ranging from 500 in the off-season to 2800 during peak season, it was evident that this impending system implementation would be quite complex.

The Client partnered with HRchitect for their implementation as HRchitect has a strong track record of leading complex system implementations of the UKG Pro system from both a configuration complexity and Client culture standpoint. HRchitect and the Client determined that a phased implementation approach would be most effective. Phase 1 of the implementation included the Core HRIS/Payroll system with a January 1st system go-live and a subsequent Time & Attendance module implementation.

IMPLEMENTATION

HRchitect began the project with an in-depth discovery process, followed by a requirements analysis session. For a project with such a wide scope, the Client benefitted from HRchitect's experience with complex implementations in that HRchitect was able to quickly translate the Client's current system utilization into detailed requirements for the upcoming configuration, while offering suggestions for process optimization for future configuration. HRchitect's consulting team followed with configuration of the Phase 1 components with User Acceptance Testing and system go-live. The Client's Core HRIS and Payroll went live first and the Time & Attendance module quickly followed.

CLIENT PROFILE

- Dining and sightseeing cruise company
- Range of 500 employees in the off-season to 2800 employees during peak season
- Chose HRchitect to implement a new HRIS/Time & Attendance system, UKG Pro

WHY HRCHITECT?

- 5x winner - UKG Partner of the Year
- Hundreds of UKG clients - see what more than 190 clients have to say about us on Raven Intelligence
- Senior consultants: over 50% are former HR practitioners

THE RESULTS

Partnering with HRchitect resulted in a successful implementation for the Client. The Client now has a fully configured UKG Pro system that matches the Client's business processes, and beyond that, has a well-trained team who are confident in their use of the system. Overall, the successful implementation has led the Client to realize significant business results.

The Client has a new HCM solution that is scalable to grow with its aggressive growth plans around existing and new brands. Implementing a new system that included core HR, Payroll, and Time and Attendance modules allowed the Client to consolidate two separate systems for payroll and time and attendance into one system. As a result, HR processes have been streamlined, costs reduced, and the HR team has more time to allocate to strategic activities rather than administrative tasks.

ABOUT HRCHITECT

As the leader in HCM technology consulting services, HRchitect has been working with the UKG Pro system since 2006 and was once again recently named UKG Partner of the Year. HRchitect is the only five-time winner of this award. Working with hundreds of UKG Clients across North America, HRchitect is widely recognized as the go-to resource and one-stop shop for all your UKG Pro needs. Our experience includes Project Management, Implementation, Process Analysis/Redesign, Training, Health Check & Optimization, Report Development, Integration, Data Migration, Change Management, Client-side support, and Ongoing Support. HRchitect is a name you can entrust with your most mission-critical HCM projects.



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