

## Prolec GE Modernizes Time and Labor Management with UKG Pro WFM Implementation



### CLIENT BACKGROUND

Prolec GE is a leading transformer manufacturer based in Apodaca, Nuevo León, Mexico. The company is a joint venture between Grupo Xignum and General Electric and is one of the largest transformer manufacturers in the Americas, holding a 14% share of the U.S. transformer market as of 2014. With operations spanning the United States and Mexico, Prolec GE employs over 1,100 workers across its facilities.

To maintain its competitive edge in a demanding industry, Prolec GE continuously invests in advanced systems that enhance operational efficiency and workforce visibility. When the company's legacy UKG Workforce Central (WFC) platform announced that it was being sunset, the organization recognized the need to transition to UKG Pro WFM to ensure continued compliance, scalability, and process optimization.

### THE CHALLENGE

Prolec GE's legacy system, WFC, was sunset by UKG, prompting the company to migrate to UKG's modern UKG Pro WFM platform. Beyond replacing an outdated system, Prolec GE needed a solution that could integrate tightly with its SAP ERP to effectively capture and report time worked, units produced, and project-level labor allocation.

The key challenge was ensuring seamless, automated data flow between UKG Pro WFM and SAP to support accurate labor costing and productivity analysis, while minimizing disruption to daily operations.

### CLIENT PROFILE

- Prolec GE is a leading transformer manufacturer
- Headquartered in Apodaca, Nuevo León, Mexico
- Over 1,100 employees
- Partnered with HRchitect to migrate to UKG Pro WFM as their legacy system was sunsetting

### WHY HRCHITECT?

- 5x winner - UKG Partner of the Year
- Hundreds of UKG clients - see what more than 400 UKG clients have to say about us on Raven Intelligence
- Senior consultants that come from an HR practitioner background

## THE PROJECT

Prolec GE partnered with HRchitect to implement UKG Pro WFM in a Big Bang deployment, encompassing both the Timekeeping and Activities modules. HRchitect provided end-to-end implementation services, post go-live support, and custom integration design to connect UKG Pro WFM with SAP.

Despite complex integrations and internal organizational changes on the client side during the project, HRchitect's experienced implementation team delivered a robust, on-time, and on-budget solution. The integrations were designed to capture detailed production data, including time logged against projects and the number of pieces manufactured each day, ensuring accurate, automated export of this data back into SAP for enterprise reporting.

## KEY BENEFITS

- **Integrated Time and Activity Tracking:** Seamless flow of time and production data between UKG Pro WFM and SAP enhances visibility and accuracy.
- **Real-Time Labor Insights:** Managers can monitor productivity and project time allocation through a unified dashboard.
- **Improved Accuracy in Reporting:** Automated data transfers eliminate manual entry errors and streamline reconciliation between systems.
- **On-Time, On-Budget Delivery:** Despite complex integrations, HRchitect delivered the solution within the client's timeline and budget expectations.
- **Enhanced Operational Efficiency:** The new WFM platform provides a scalable, modern foundation for Prolec GE's global workforce management.



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## THE RESULTS

Prolec GE's transition to UKG Pro WFM resulted in a fully functional, modern time management system that integrates efficiently with the company's ERP. The system now exchanges activity data bi-directionally with SAP, enabling better control over labor costs and production efficiency.



While synchronization between SAP's real-time data and UKG Pro WFM's 15-minute processing intervals initially posed challenges, the HRchitect team and Prolec GE's technical team collaborated to design an API-based synchronization solution that aligned SAP's real-time updates with UKG's 15-minute processing intervals, further optimizing system performance.

Client feedback has been highly positive:

"This project involved a lot of moving parts – from coordinating business structures, configuring devices, and managing kiosks to preserving historical data and aligning new pay policy building blocks. With so many gears turning at once, [our HRchitect consultant] provided fantastic support in keeping everything aligned and moving forward. He consistently provided clarity, guidance, and reassurance at the right moments, which made a complex initiative manageable and ultimately successful."

– IT Leader, Prolec GE

Prolec GE now benefits from a powerful, data-driven workforce management environment that supports accurate production reporting and real-time decision-making. The project demonstrates HRchitect's ability to deliver complex, integrated UKG solutions on time, within scope, and with measurable operational impact.



**To learn more about HRchitect's services or request a consultation, click [here](#)**