



Industry Leading Manufacturer Boosts Compliance, Improves Employee Experience with UKG Pro

ProcessBarron is one of the few companies in the United States specializing in the design, manufacture, installation, maintenance, and repair of air-handling and materials-handling equipment.

Employees: 500
Industry: Manufacturing

Top Challenge

The company had struggled with the way its payroll service bureau handled its complex workforce structure.

Solutions

UKG Pro Recruiting and Onboarding transformed the way the company manages new hires.

Candidates at the job site can use their phones to click on company Careers page and complete the application.

Information entered into the recruiting database moves electronically into onboarding workflow, enabling the process to be completed within an hour.

Results

The UKG Pro mobile app and direct access have revolutionized the way employees think about their jobs.

More than half of our employees adopted the mobile app within the first year of launch.

Managers can see key data, and make updates with the push of a button.



Key Benefits

- Candidates at a job site can use their phones to complete applications
- The company is able to gain more information about its employees by expanding the number of required fields in the application
- Managers have been empowered with access to their teams' information

“The UKG Pro mobile app and direct access have revolutionized the way employees think about their jobs.”

Christina Goins, compensation and benefits manager

Challenges

ProcessBarron had struggled with the way its payroll service bureau handled its complex workforce structure. A majority of ProcessBarron's employees work in the field, supporting the company's products and services in use at cement/lime plants, steel mills, pulp and paper mills, and all types of utilities. Employees are often hired directly at a job site, work part time, and travel to various locations as work becomes available. The company's manual processes included paper checks, paper-based authorizations for activities like PTO, and no visibility for employees or managers into HR information. ProcessBarron sought an HCM solution that could modernize its processes and meet the company's special HR needs.

Solutions

"UKG Pro Recruiting and Onboarding [formerly UltiPro Recruiting and UltiPro Onboarding] have transformed the way we manage our new hires," said Christina Goins, compensation and benefits manager at ProcessBarron. "Before UKG Pro [formerly UltiPro], employees hired on-site could be working for several days before their paperwork was received by our office. With UKG Pro, candidates at the job site can use their phones to click on our Careers page and complete the application. Information entered into our recruiting database moves electronically into our onboarding workflow, enabling the process to be completed within an hour."

Results

Goins noted that, in addition to compliance, the company is able to gain more information about its employees by expanding the number of required fields in the application. Furthermore, once an individual is hired, UKG Pro is providing major improvements to the employee experience.

"The UKG Pro mobile app [formerly UltiPro Mobile App] and direct access have revolutionized the way employees think about their jobs," said Goins. "Although many of our employees have been with us for more than 20 years and aren't accustomed to new technology, more than half of our employees adopted the mobile app within the first year of launch. Employees look at their paychecks electronically, enter their direct-deposit information, and update their addresses—all within the app."

Goins reported that managers are also taking advantage of the new visibility offered by UKG Pro.

"We've empowered our managers with access to their teams' information," said Goins. "Long gone are the one-off email requests for salary information or job history. Now, managers can not only see key data, but can also make updates—such as changes to job titles—with the push of a button."

