UKG

Manufacturing

MCDERMOTT

Addressing Global Workforce Management Needs with Centralization

McDermott International, Inc., a global engineering and construction company, executes complex offshore oil and gas projects worldwide, delivering fixed and floating production facilities, pipelines and subsea systems from concept to commissioning. In numerous countries across the globe, McDemott offers integrated resources and a diversified fleet of marine vessels, fabrication facilities and engineering office.

Challenges

- Operated 23 separate legacy time collection systems with paper timecards and spreadsheets

- Used a very time consuming and error-prone process for turning thousands of timecards into wages each week

- Employees reported which projects they work on after the fact which caused delays

- Needed to have centralized control globally

Solution

- A global UKG™ workforce management solution with easy access to detailed labor data for informed decision making that helps improve operational performance and productivity

Benefits

- New centralized system allows all employees to now enter time the same way

- Now hourly workers won't need to punch in and out with timecards, which was very labor intensive

- The system precludes improperly recorded time, disparate data systems, and mounds of paperwork

- Using a global, centralized system, McDermott can easily access all labor and activity hours

Customer Snapshot

Oil & Gas

Houston, TX

+42,200 employees

Products
- Workforce Timekeeper
- Workforce Activities

Implementing the system integration was made much easier by the training support provided by our software system business partners.

Eric L. Callens
Senior Manager, IT PMO

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The story

McDemottt is now able to capture much more detailed activity tracking data for all its employees in real time. The precise tracking provides immediate work-in-process visibility, which allows managers to gather actionable information to better manage delivery expectations, identify bottlenecks and optimize productivity.

"We had nearly 7,000 people working in the fabrication yard on Batam Island, Indonesia," says Hector Gonzalez, Atlantic and Global Marine controller for McDermott, "and we had multiple legacy systems. Having one worldwide system with the latest technology where we could systematically track direct and indirect costs saves a lot of accounting time, enhances job costing, and significantly reduces human error."

Compliance with local requirements

McDemott's Indonesian payroll, like many sites overseas, has many allowances, which are now automatically generated in the system. By automating overtime and meal allowances, along with any other allowances specific to the local facility, time is saved in a number of ways. By reducing manual and timely administrative tasks, staff is freed up for more value-added activities.

The company is now able to adapt to local facilities' government regulations and differing business processes, which minimizes compliance work in payroll to calculate payment and benefits. Compliance risk is also minimized by enforcing and tracking complex compliance requirements that vary from country to country.

The global standard for workforce management

The work-in-process visibility allows for timely client reporting, as well as for managers to provide clients with weekly updates on their progress. "When you're building 20,000-ton pieces of equipment," says Gonzalez, "tracking progress in small phases is invaluable."

The system doesn't rely on people having to enter time into multiple systems. With a standardized, global system, managers have greater visibility into the productivity of their employees. The time and attendance technology solution also helps McDermott with its contract labor management. With the ability to identify contractors in the system, the company is now able to match contract hours, as entered, to contractor invoices.

"Implementing the system integration was made much easier by the training support provided by our software system business partner, says Callens. UKG provided multiple train-the-trainer workshops that then allowed the company to train its own people worldwide. Training was offered both on-line and in the classroom, allowing about 1,000 users to get hands-on training in each geographic area.

Improved operational efficiency

Using a dual entering system for two months during a time of peak activity, McDemott went through two cycles of parallel entry, which resulted in a smooth transition. Because users were able to enter data using their current systems and the new software solution concurrently, they were better able to accept and support the changes that ensued.

The synthesis of enforced standard business practices, global access for charging to project, enhanced legal compliance, and global visibility to labor hours has led to a variety of operational efficiencies.