



UKG Ready Executive Insights Lookbook





Simplify Day-to-Day
Priorities

Optimize
Operations

Retain Top Talent

Know When and
Why People Leave

Build a Culture of
Belonging

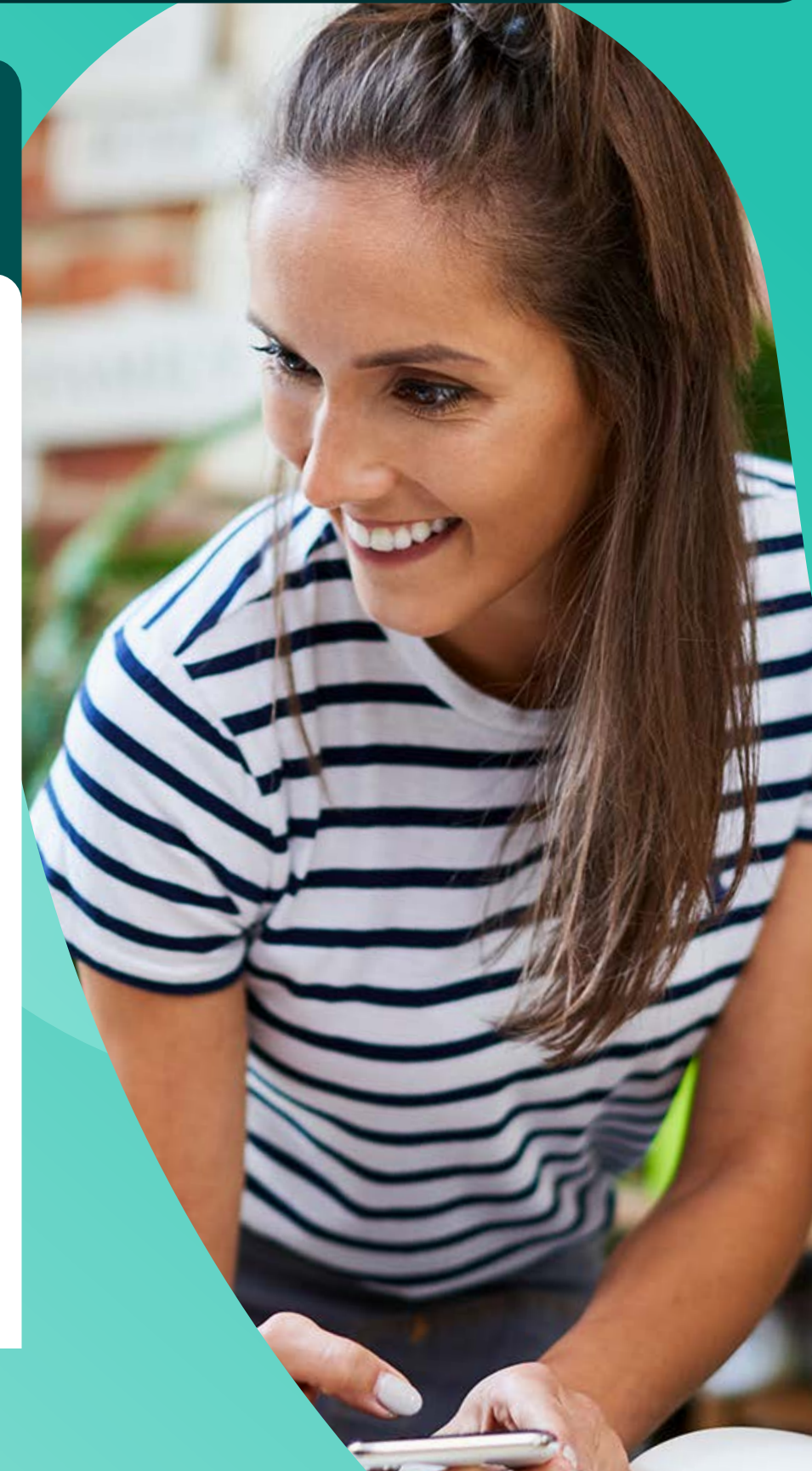
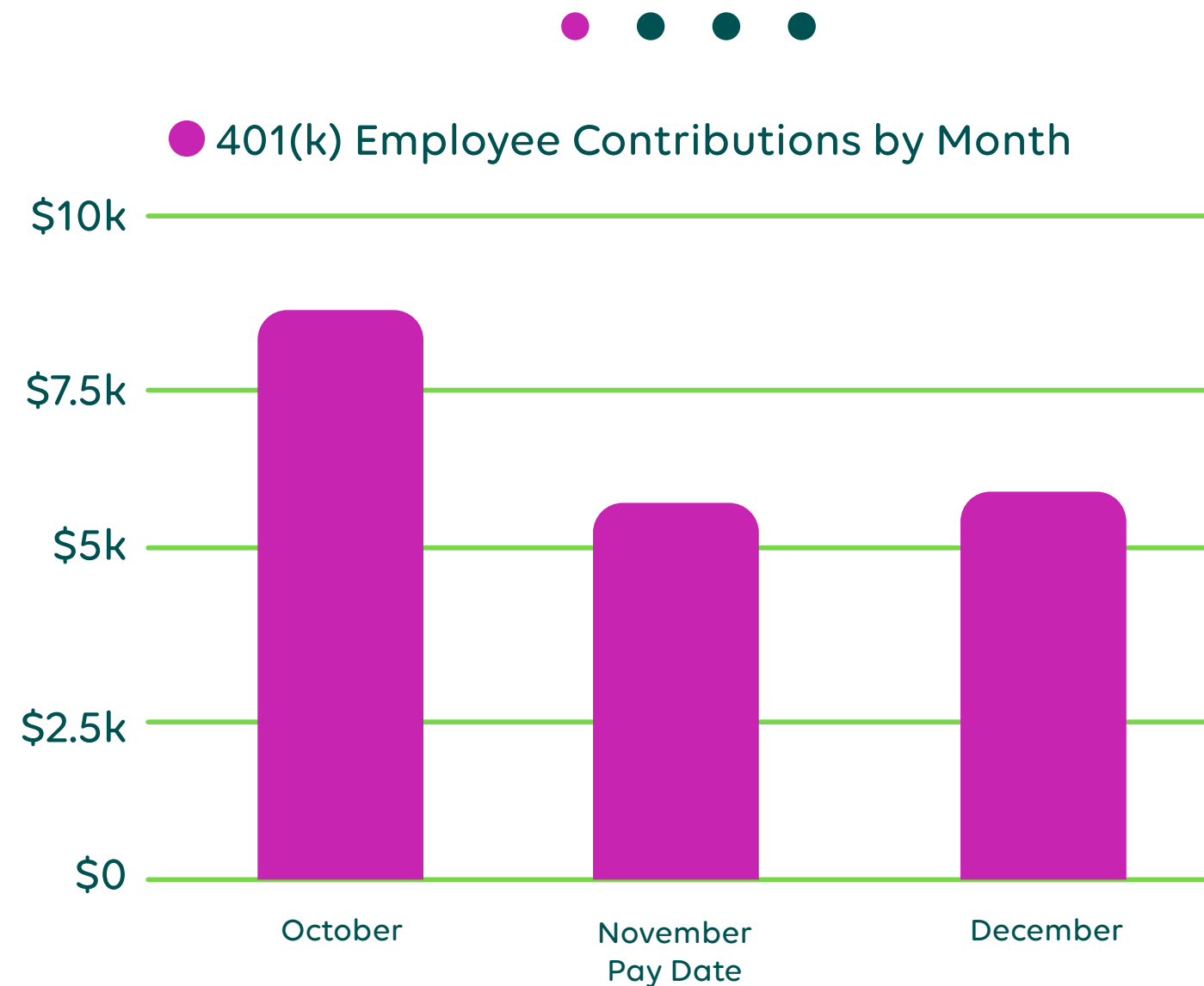
Simplify Day-to-Day Priorities

Automatically get the insights you need to be confident you're making the right decisions, without adding to your workload.



Benefits Contributions

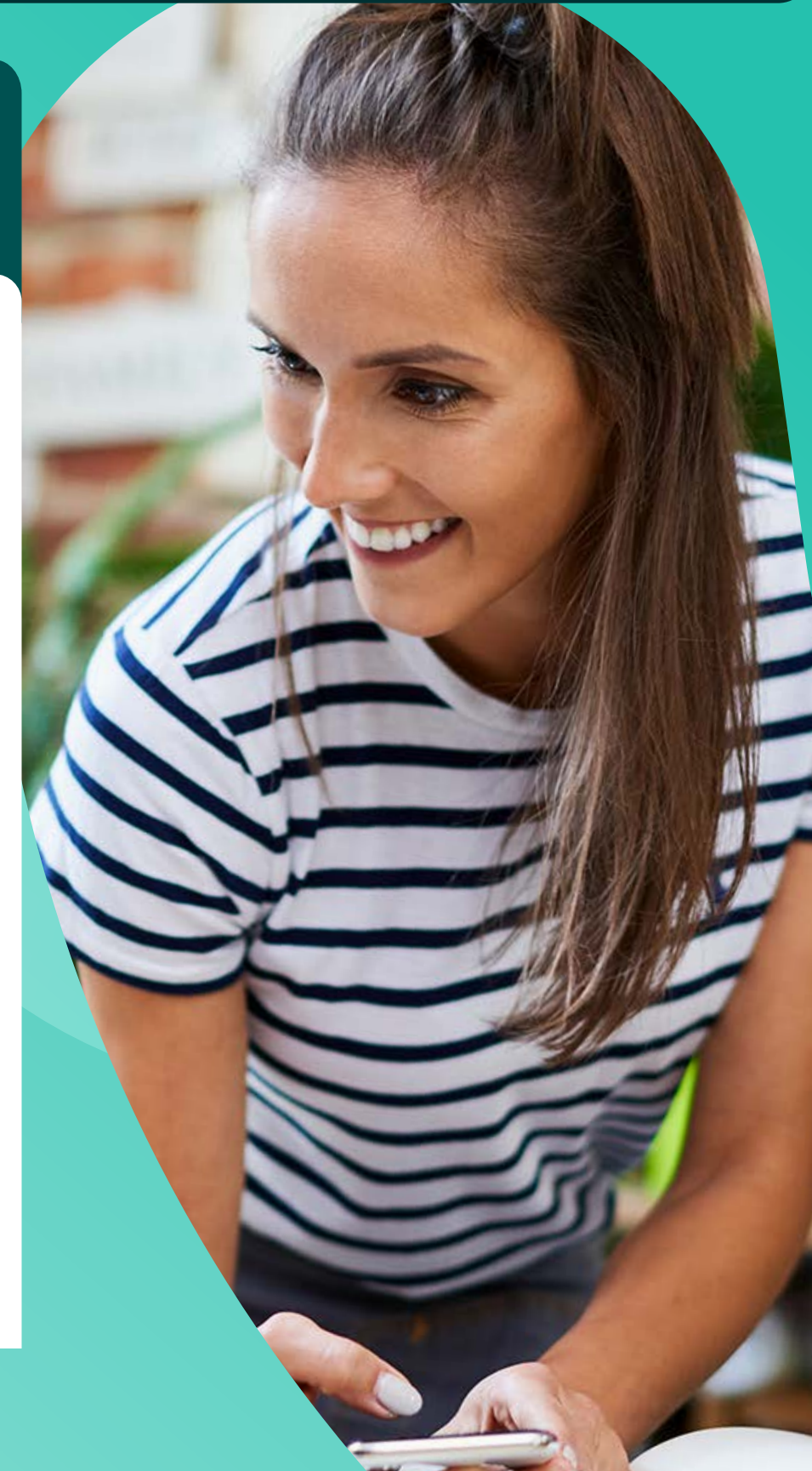
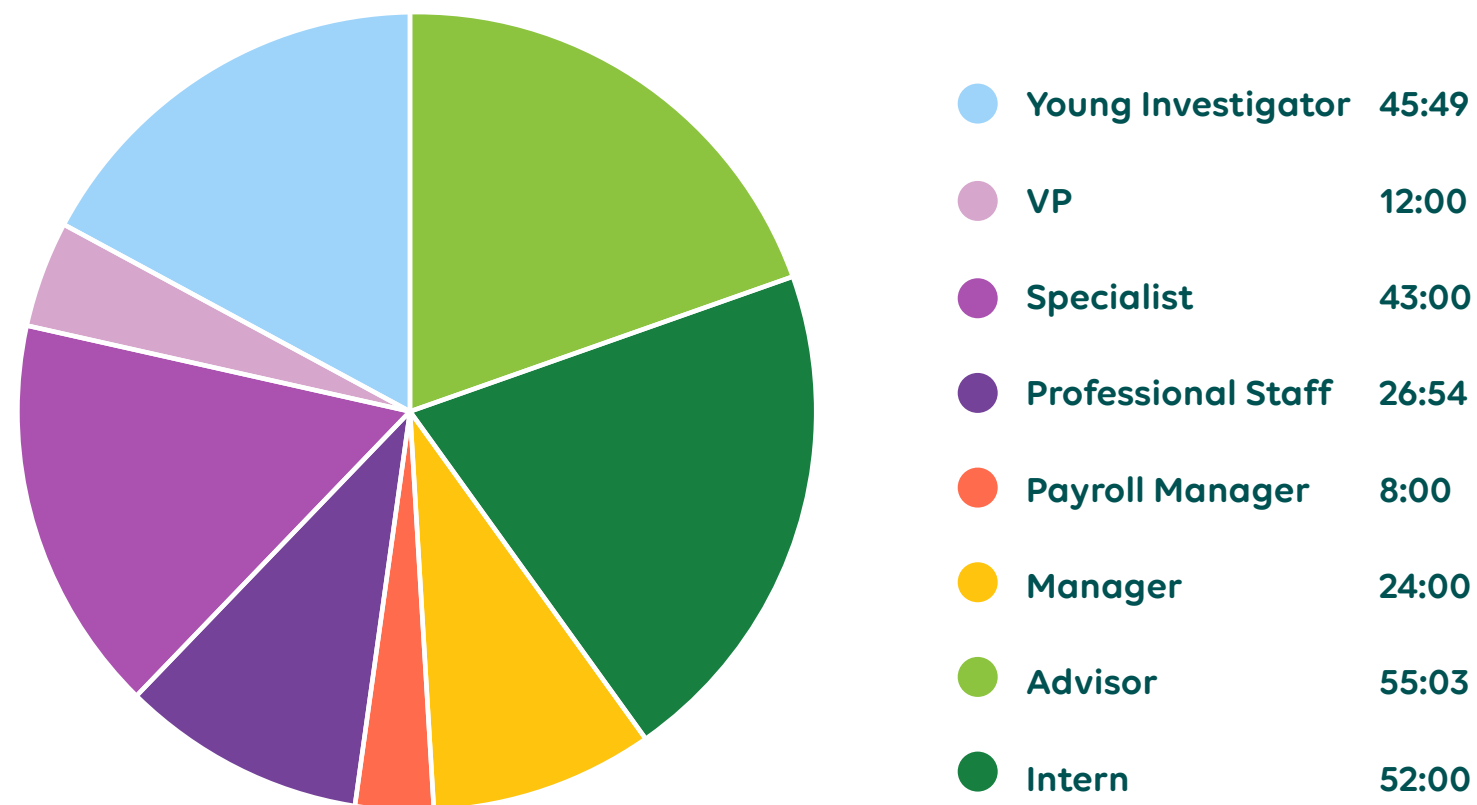
Keeping a pulse on enrollment and contributions can help you negotiate better rates with carriers and provide the benefits that are most important to your people.



Hours Worked by Role

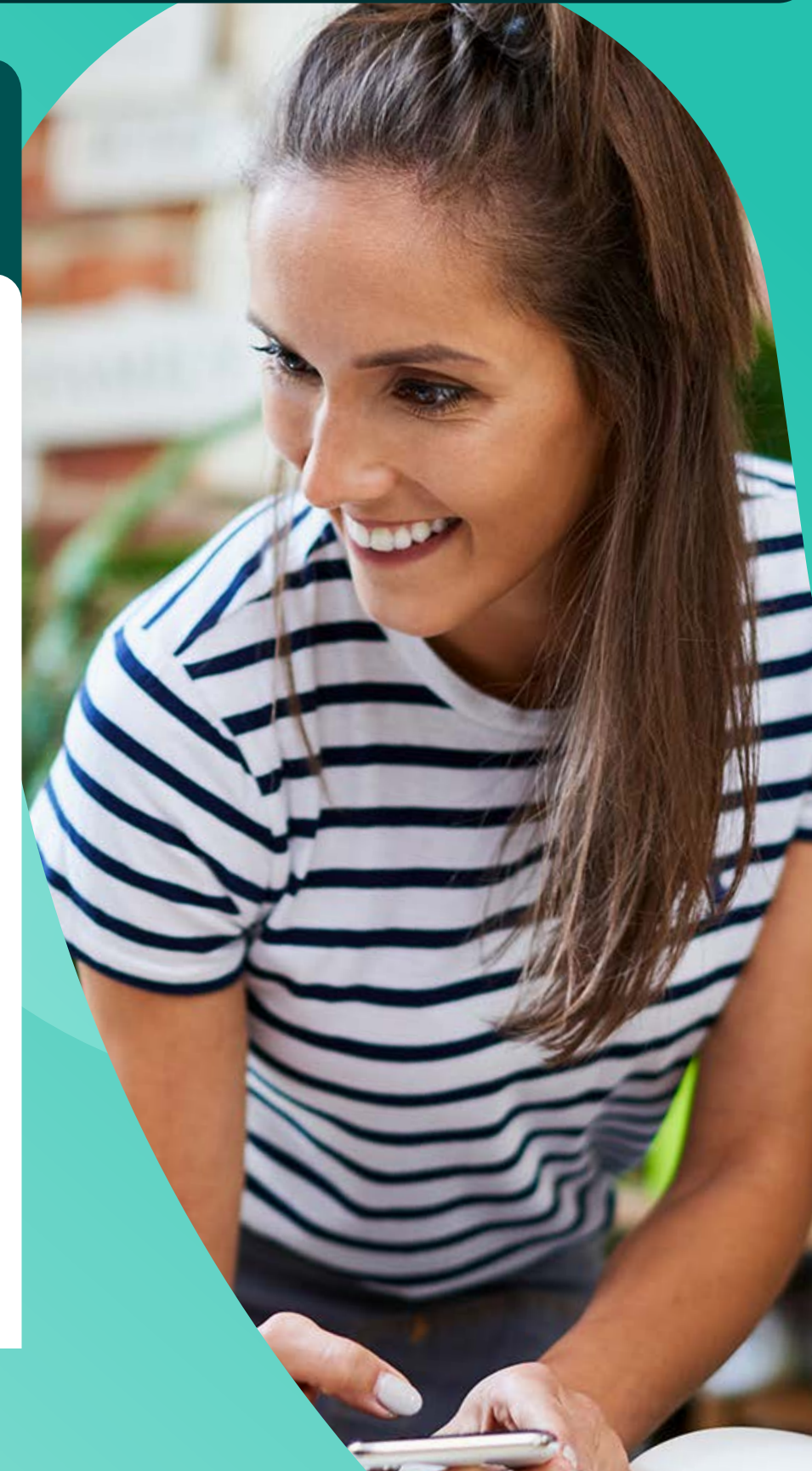
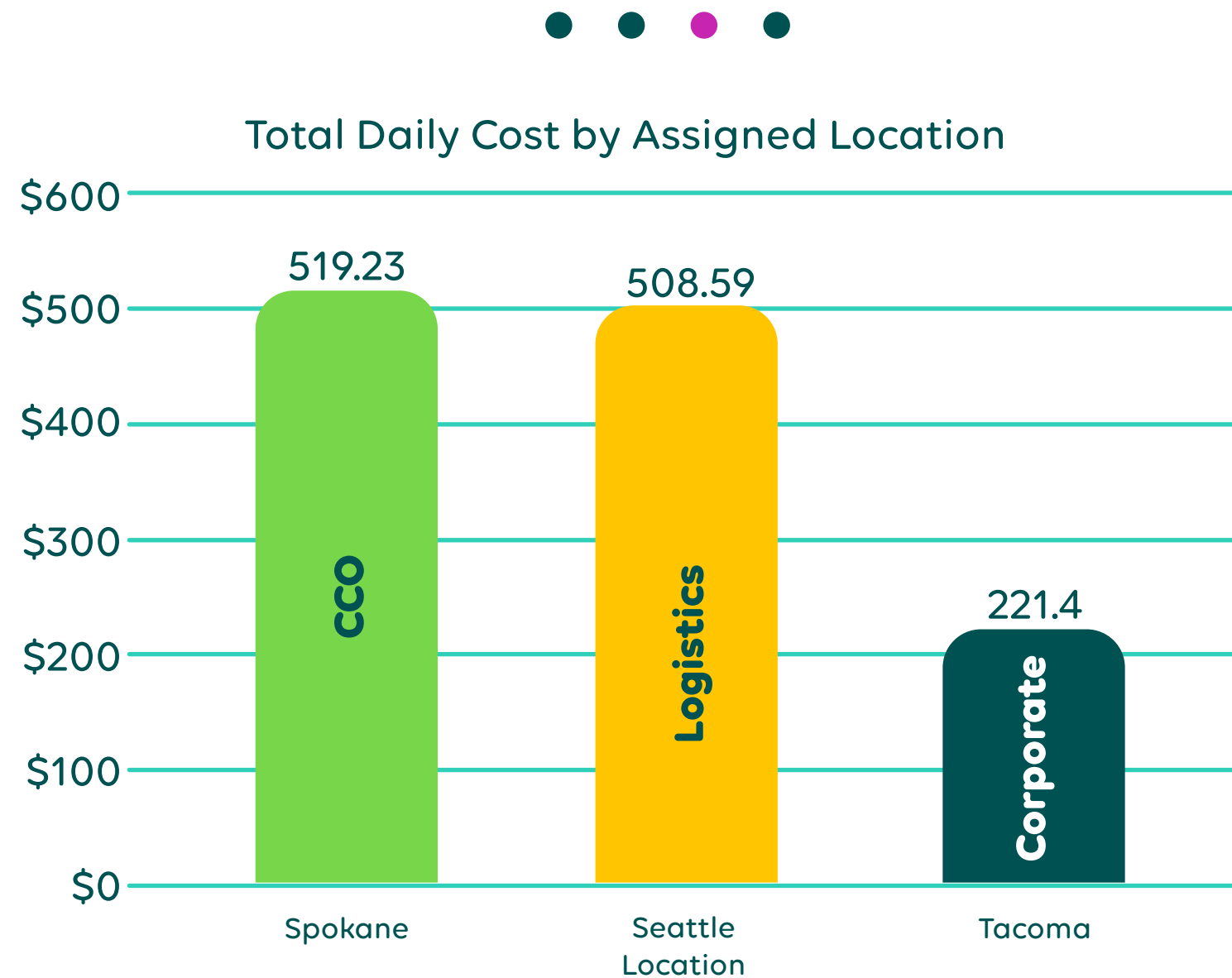
Understand important information about typical workdays by role. Are certain roles averaging more time than expected? This could lead to burnout and could inform if it's time to hire.

Total Daily Hours by Job



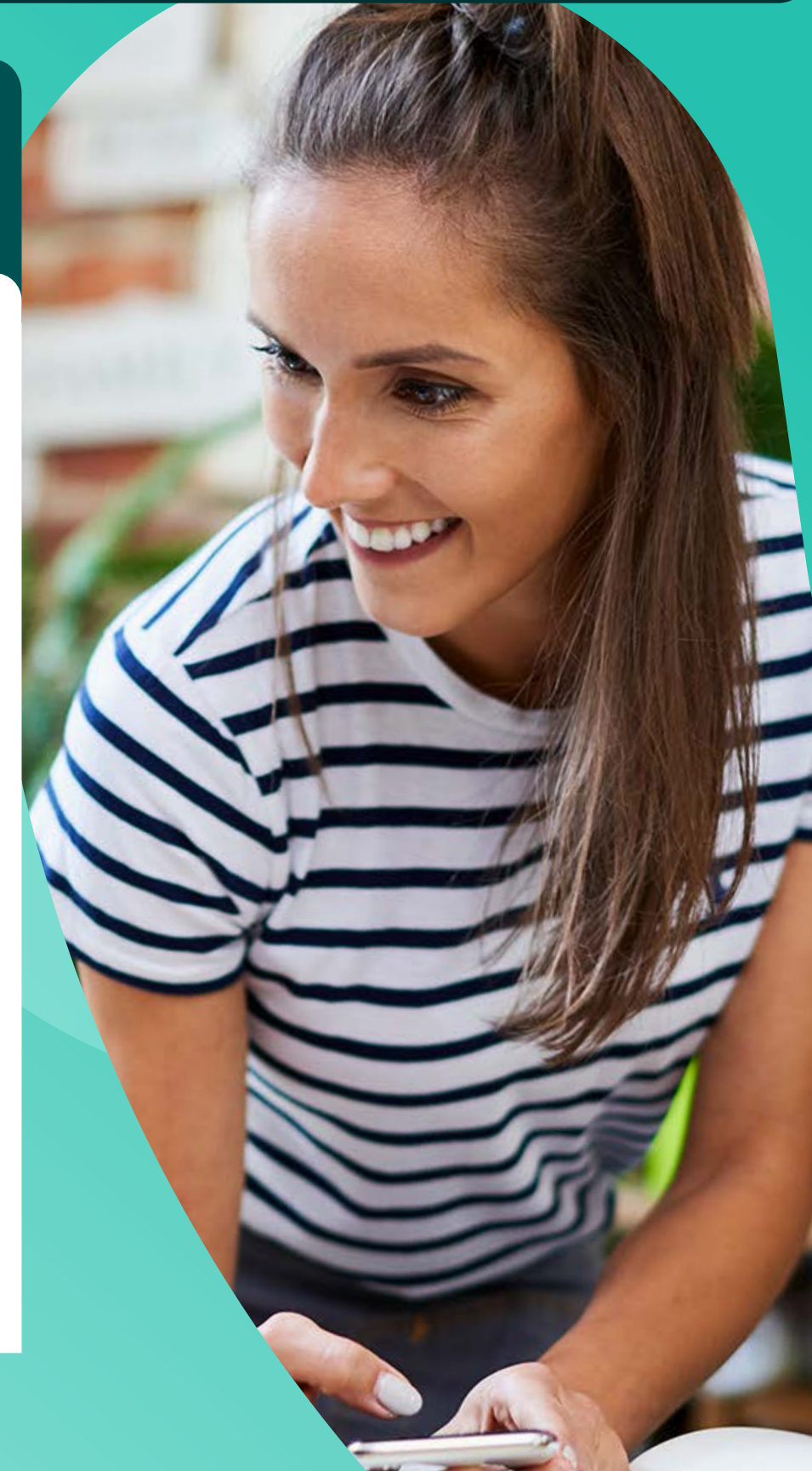
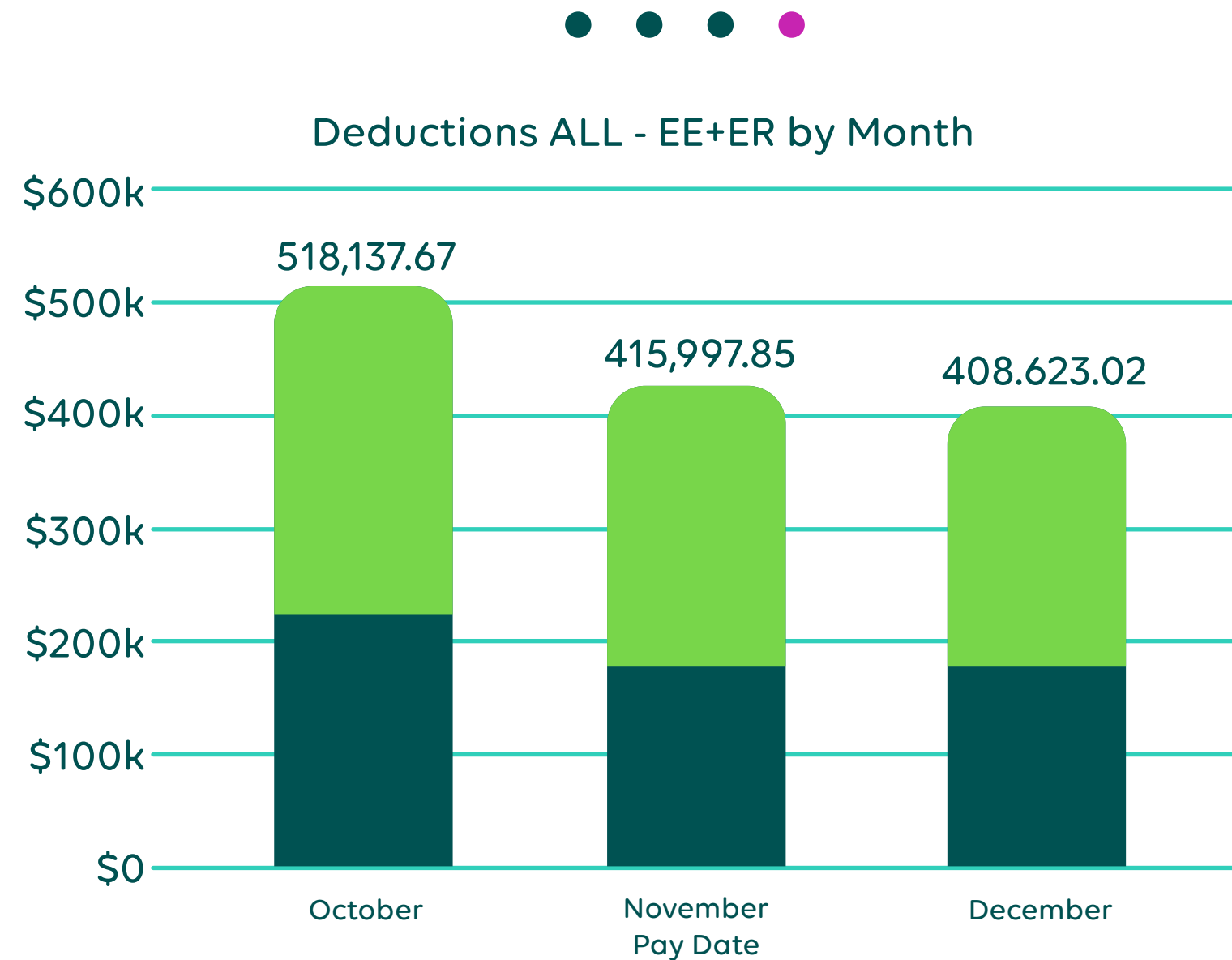
Cost Breakdown by Location

Gain insights into various costs associated with each location, allowing you to take informed actions specific to each location's needs.



Payroll Trends

With an on-demand view of payroll breakdowns, such as deductions by month, you can ensure compliance and reduce business risk.





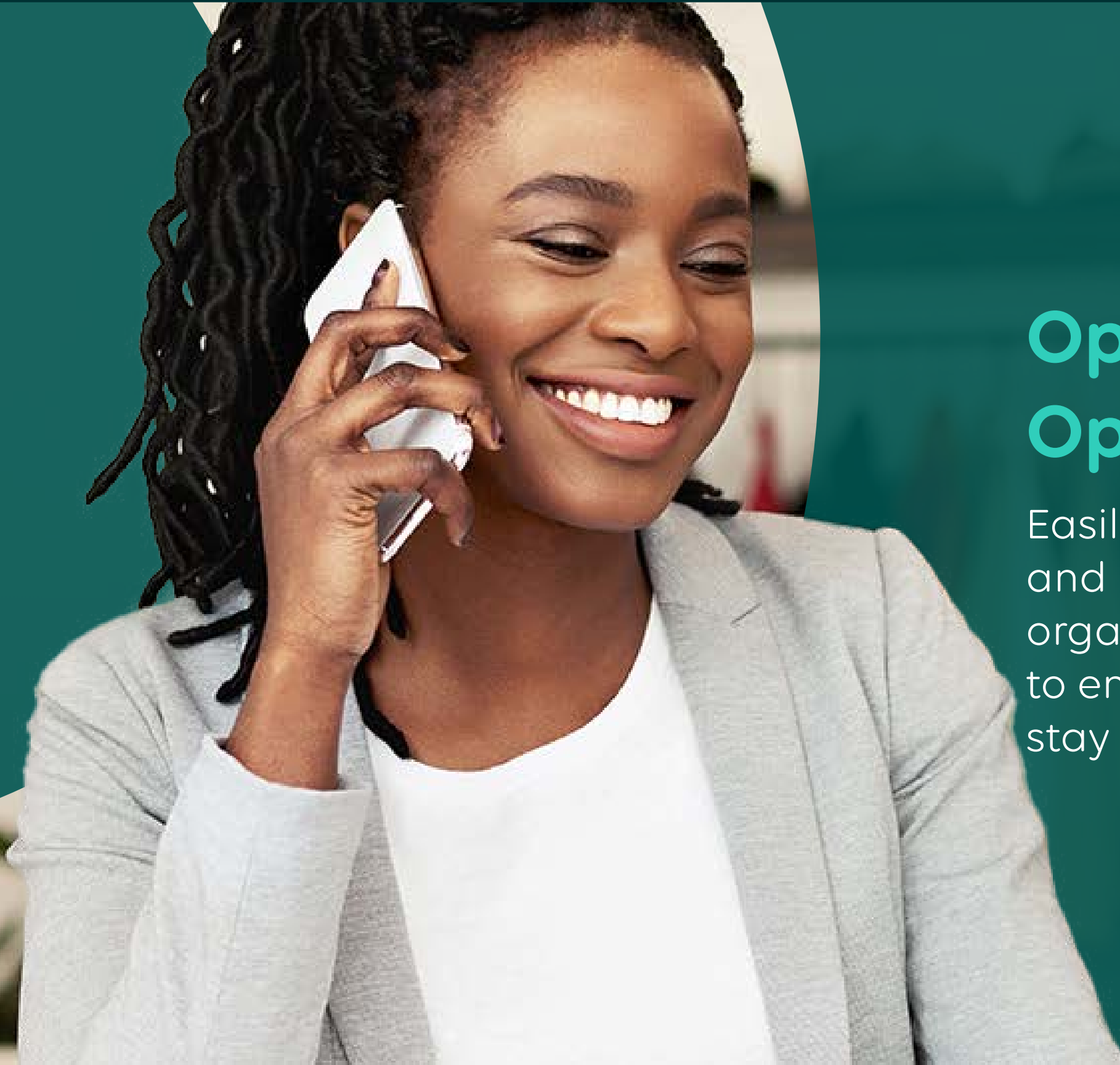
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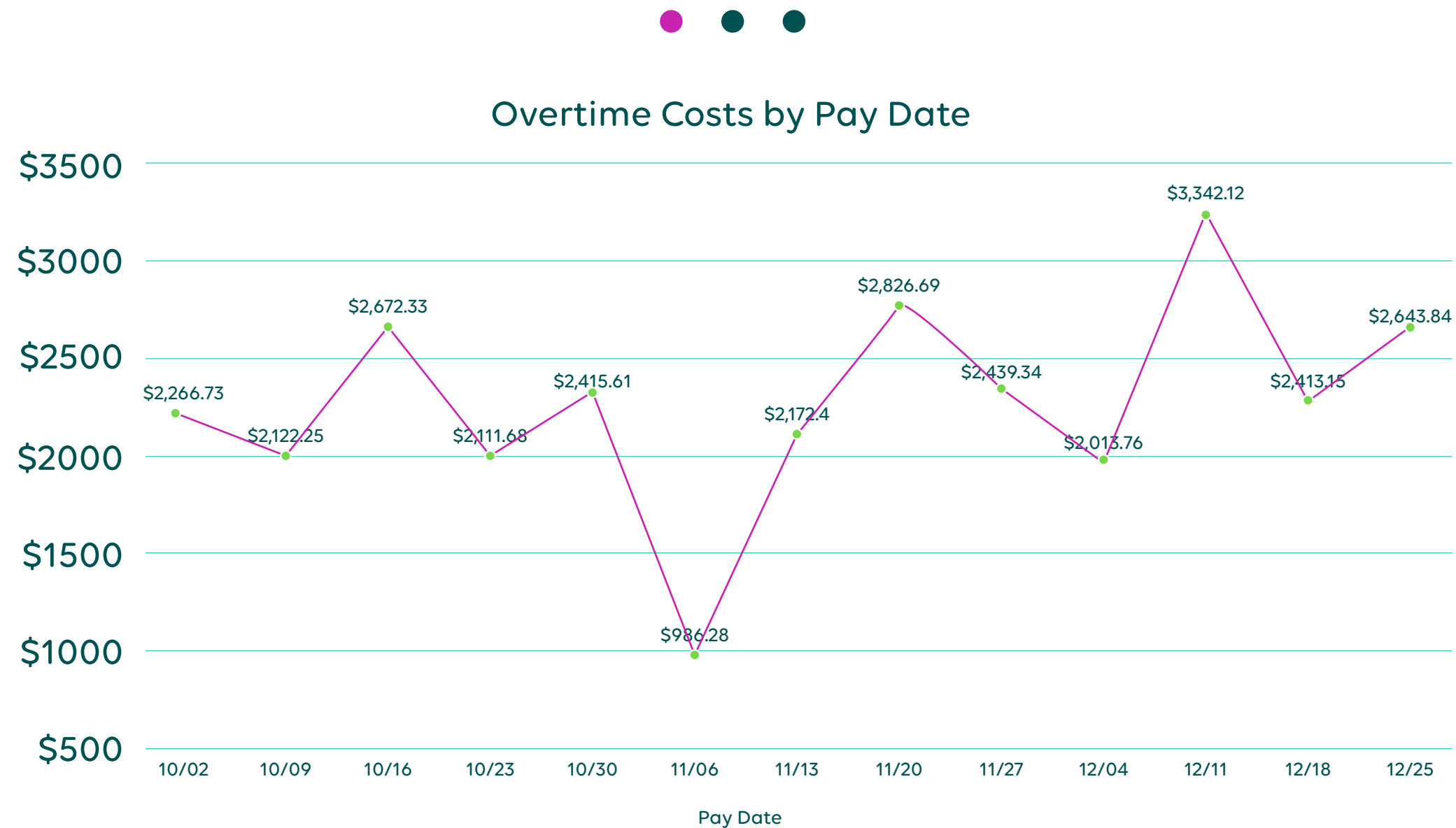


Optimize Operations

Easily keep track of
and understand your
organization's people costs
to ensure compliance and to
stay within budget.

Overtime Spend

Understanding trends in how much you're spending on overtime hours can guide important decisions about bringing on more help.





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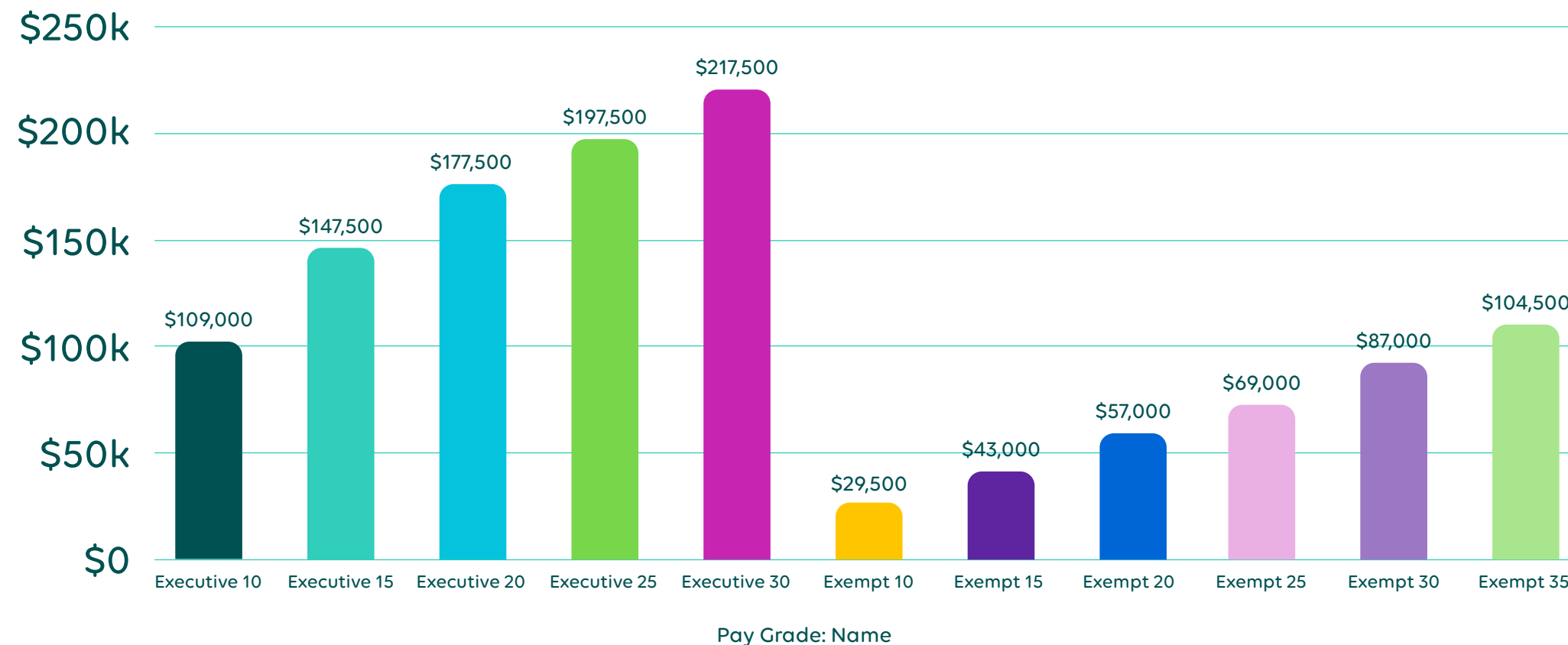
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Budget Planning

Understanding the average salary being paid in each pay grade can help you budget appropriately when hiring.

Average Salary by Pay Grade





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PEOPLE INSIGHTS

Guided Analysis

Hello,
how may I assist you
in your analysis?

- ✓ How do overtime hours compare with regular work hours by cost center?

Cost Center Tree

Cost Centers

Cost Center

Choose...



Overtime Hours Counter

Regular Hours Counter

Compare Counters (Max 2)

Choose...



Show Employees by

Employee Id



Select time period to evaluate by

Type

Calendar Range



Date Range

Today



Selected range May 05, 2022

Assist Me



Guided Analysis

Quickly access critical business metrics for trends, such as overtime, by answering simple questions.





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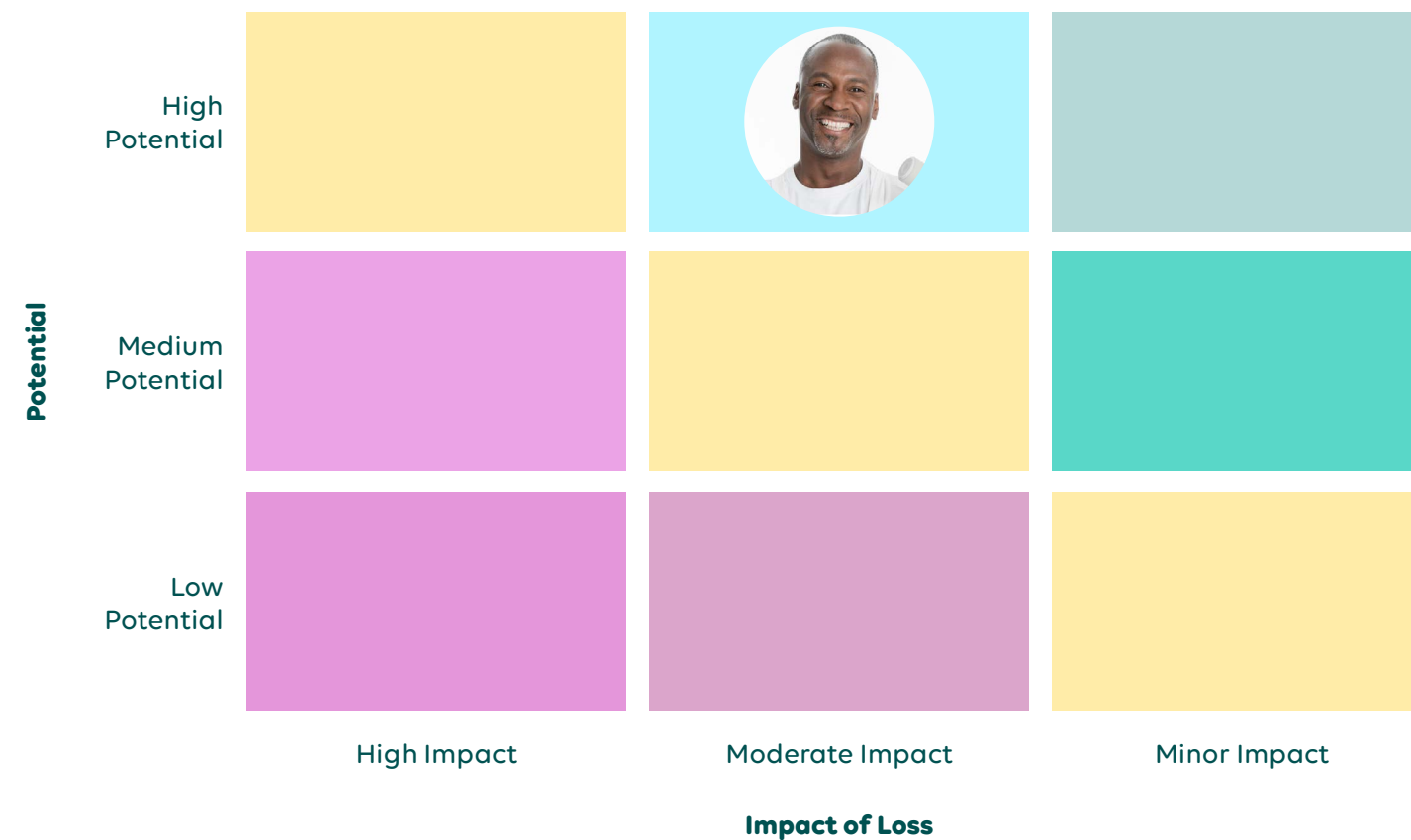
Proactively support your employees to drive their career growth and improve retention.



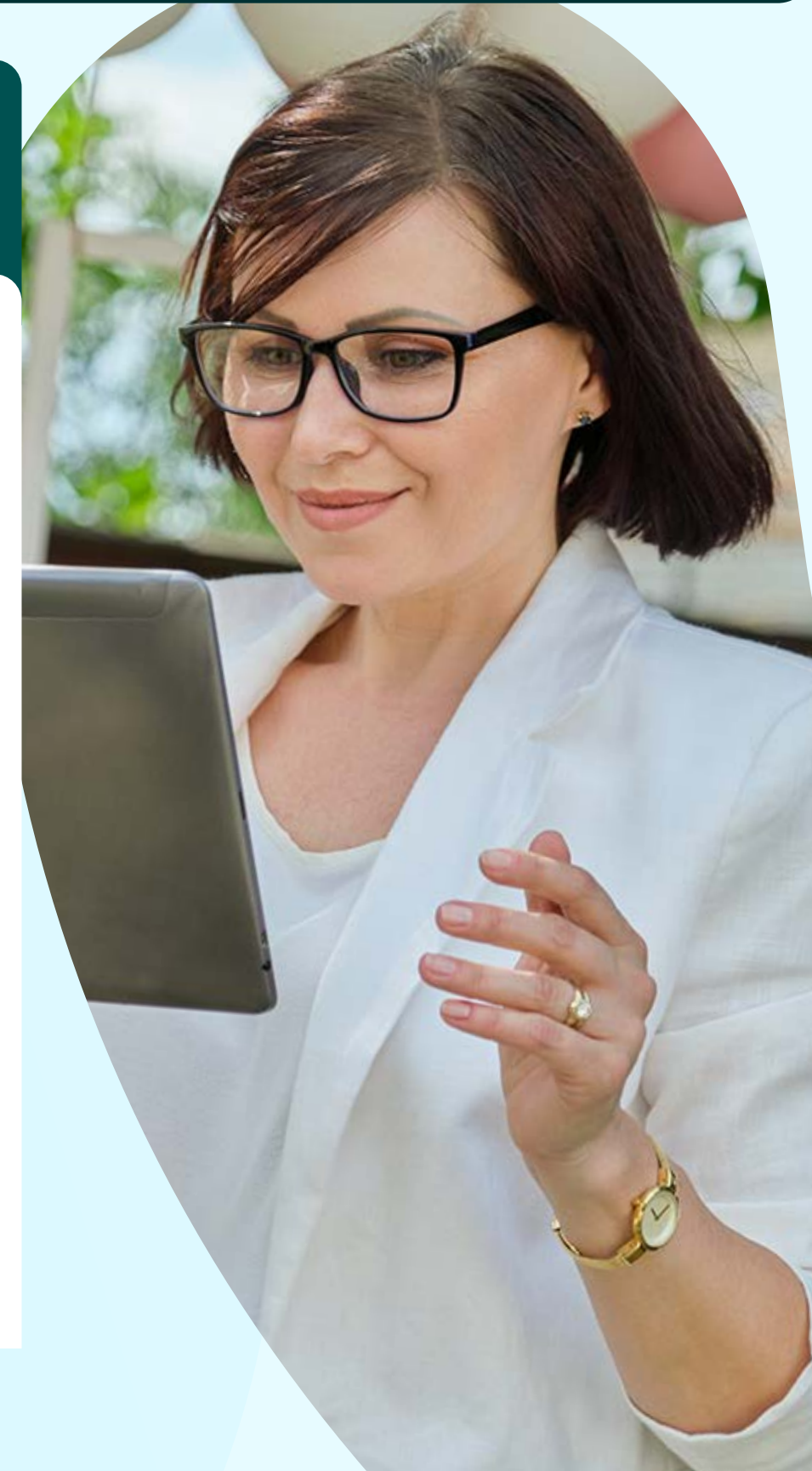
Flight Risk Alerts

Receive notifications based on a wide range of data points that indicate the risk of losing top talent.

Succession Plan



Mattheo S. Edwards is currently listed as **Moderate Impact** (Impact of Loss) and **High Potential** (Potential) in his succession plan.

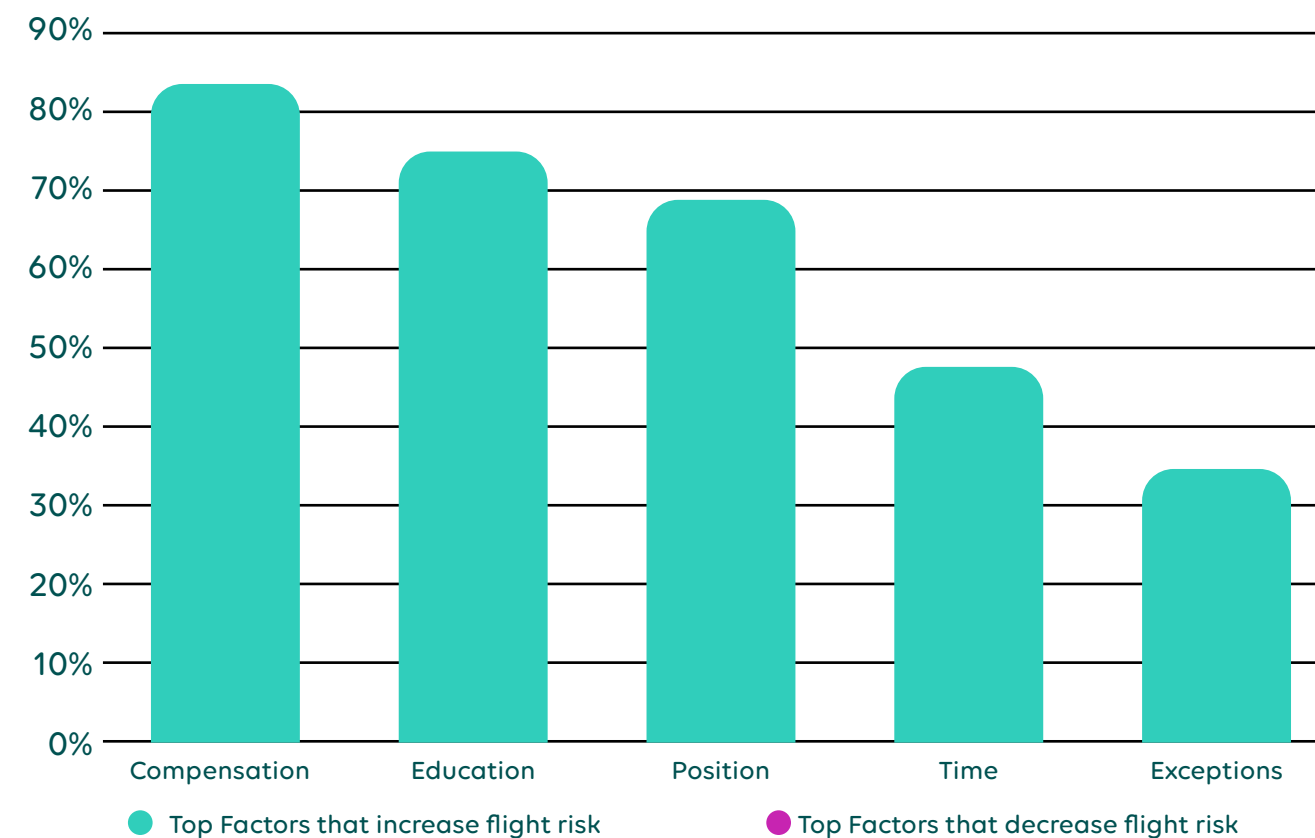


Turnover Insights

Understand which aspects of your organizational structure are contributing to turnover, allowing you to proactively make adjustments to increase engagement.

Top Contribution Factors

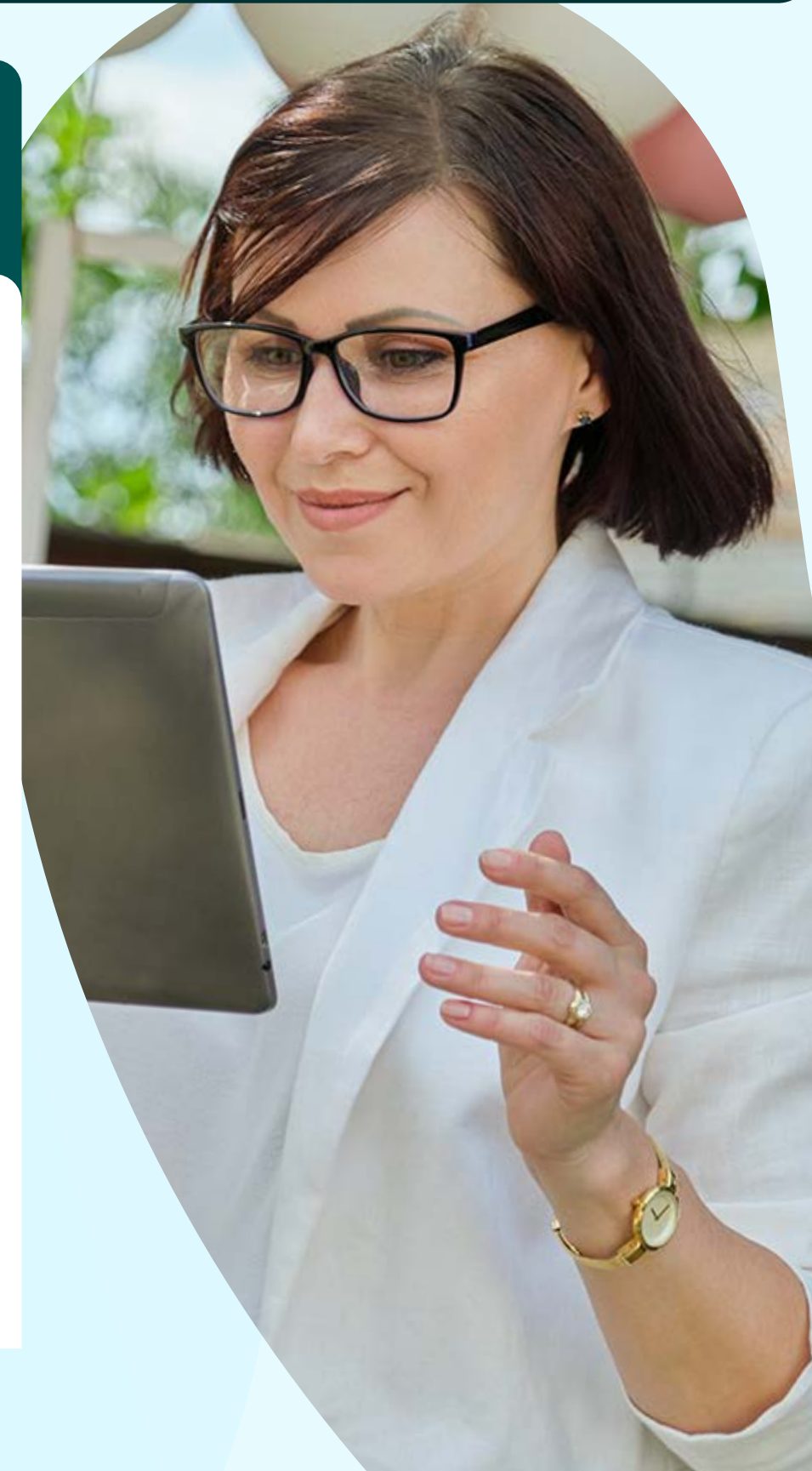
Factors that contribute to the probability of Matheo S. Edwards leaving.



91%
Flight Risk

42%
Average of
Predicted
Employees

Compensation, Education, Position, Time, and Exceptions are contributing factors to the increase of flight risk for Matheo S. Edwards.





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Fatigue Analysis



Niels Thrustle
Fatigue Score at 04/30/2022

↓ 4.66

4.85 Last Month



[View Details](#)

How was this score calculated? [?](#)

Something to Consider

Last Week ▾

04/25/2022 - 05/01/2022

Total hours worked: 51

Normal hours worked

51

Hours

Over normal hours worked

0

Hours

Previous week: 0 hrs

[More Details](#)

Rolling 6 Months ▾

11/04/2021 - 05/04/2022

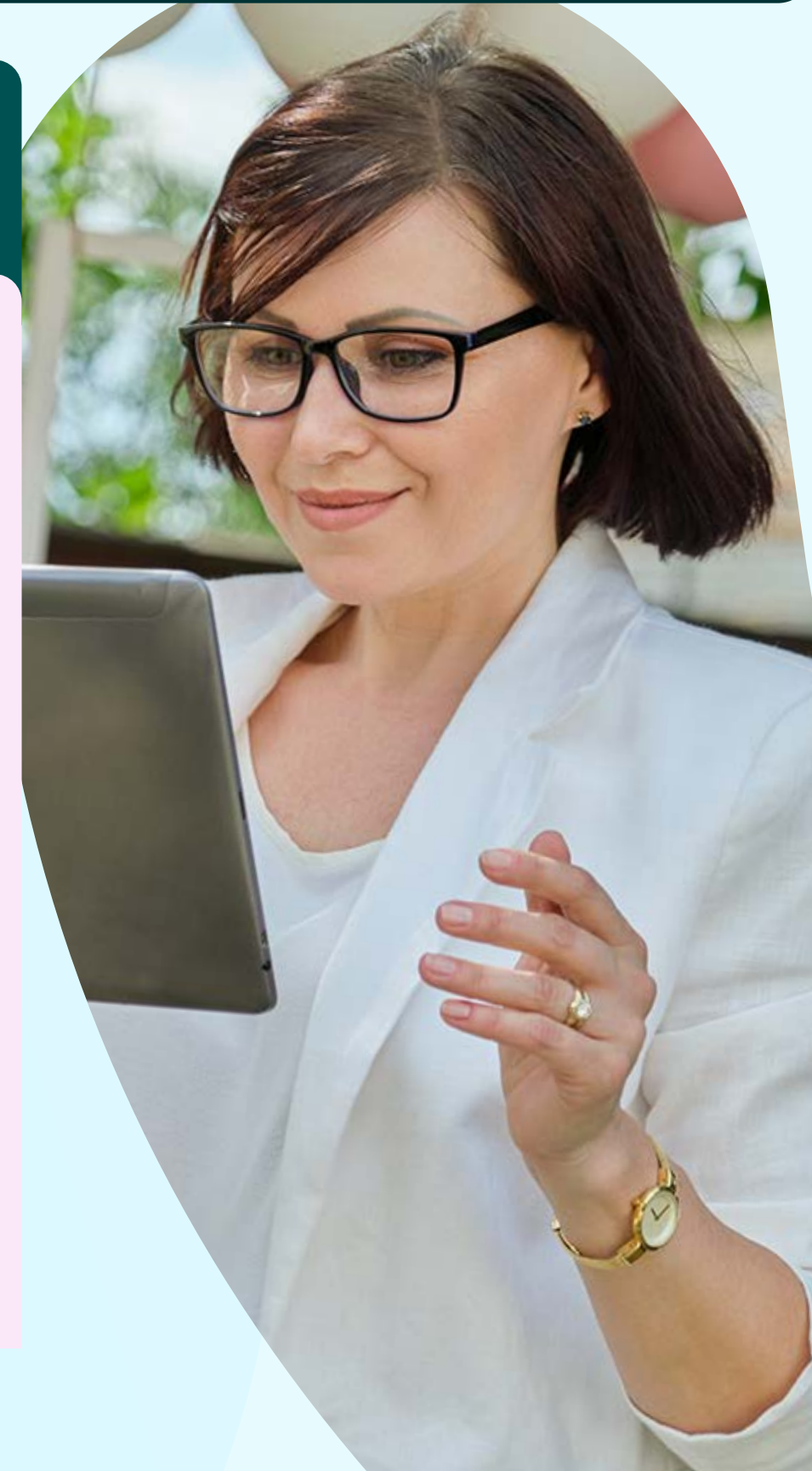
Average worked hours per week: 51 hrs

Average shift duration: 10 hrs

Average hours between shifts: 14 hrs

Safety and Wellbeing Impacts

Get a clear view of how your workforce's fatigue levels are affecting their wellbeing as well as suggestions on how to avoid burnout and improve overall wellness.





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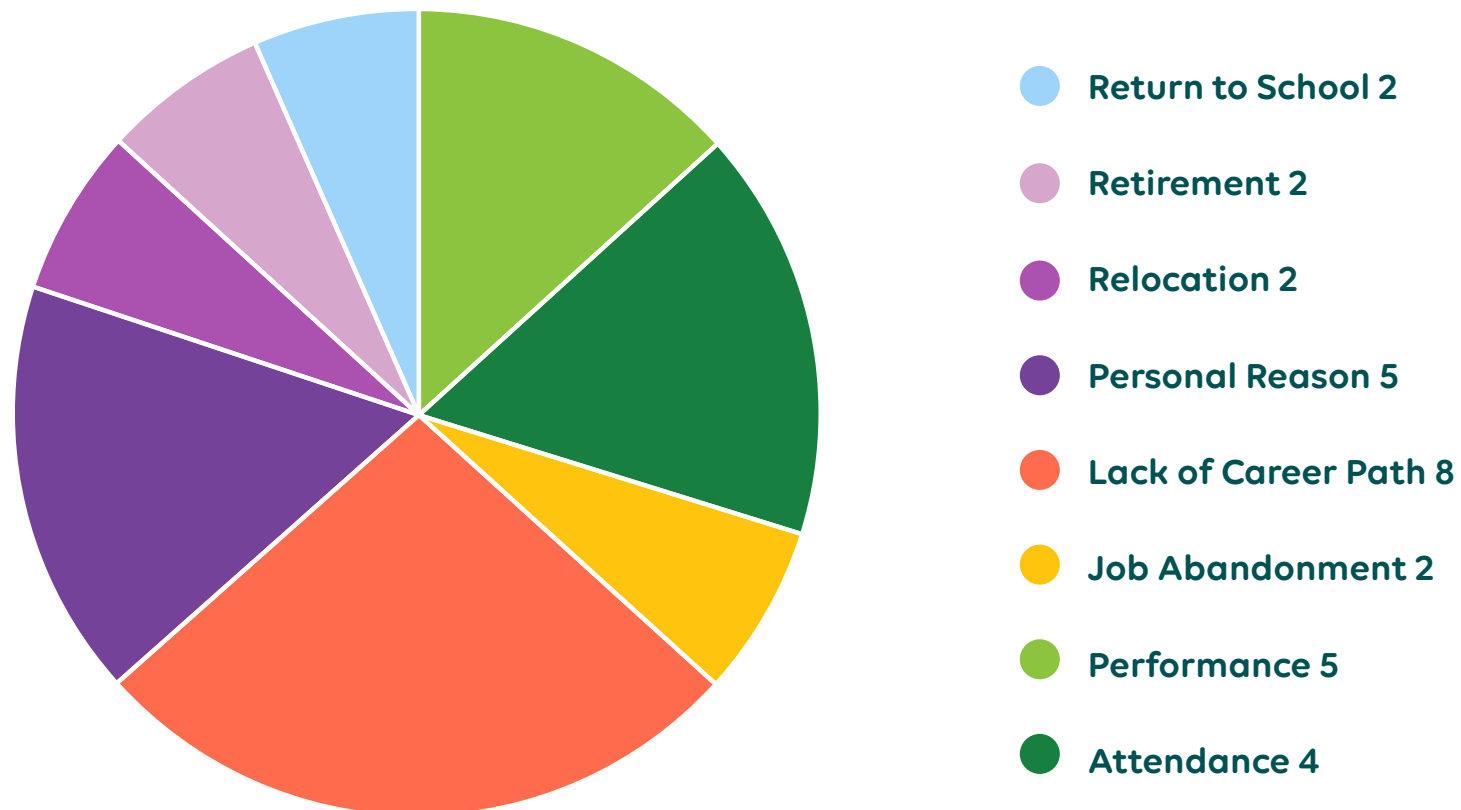
Know When and Why People Leave

Gain visibility into the causes of turnover to help you identify and address them as well as understand what you need to do to create a positive work environment that makes people want to stay.

Termination Reasons

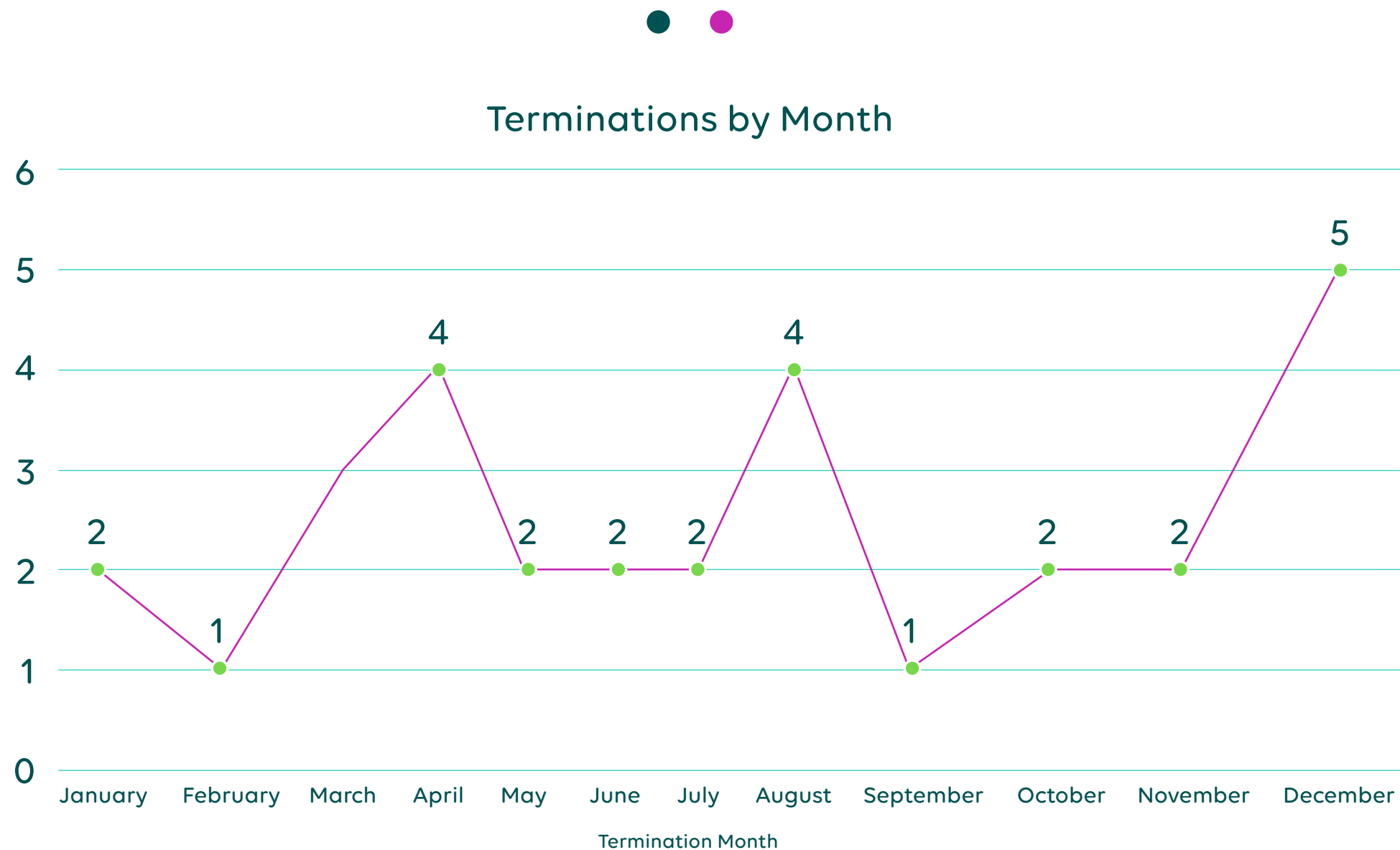
Understand the reasons captured during exit interviews behind why people are leaving in order to identify trends and take actions to remedy any issues.

Terminations by Reason



Termination Timing

Identify trends regarding the timing of terminations. Used in conjunction with termination reasons, this can give you a better sense of people leaving outside of seasonality.





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Gain visibility into people data to take action to promote diversity, equity, inclusion, and belonging at your organization.



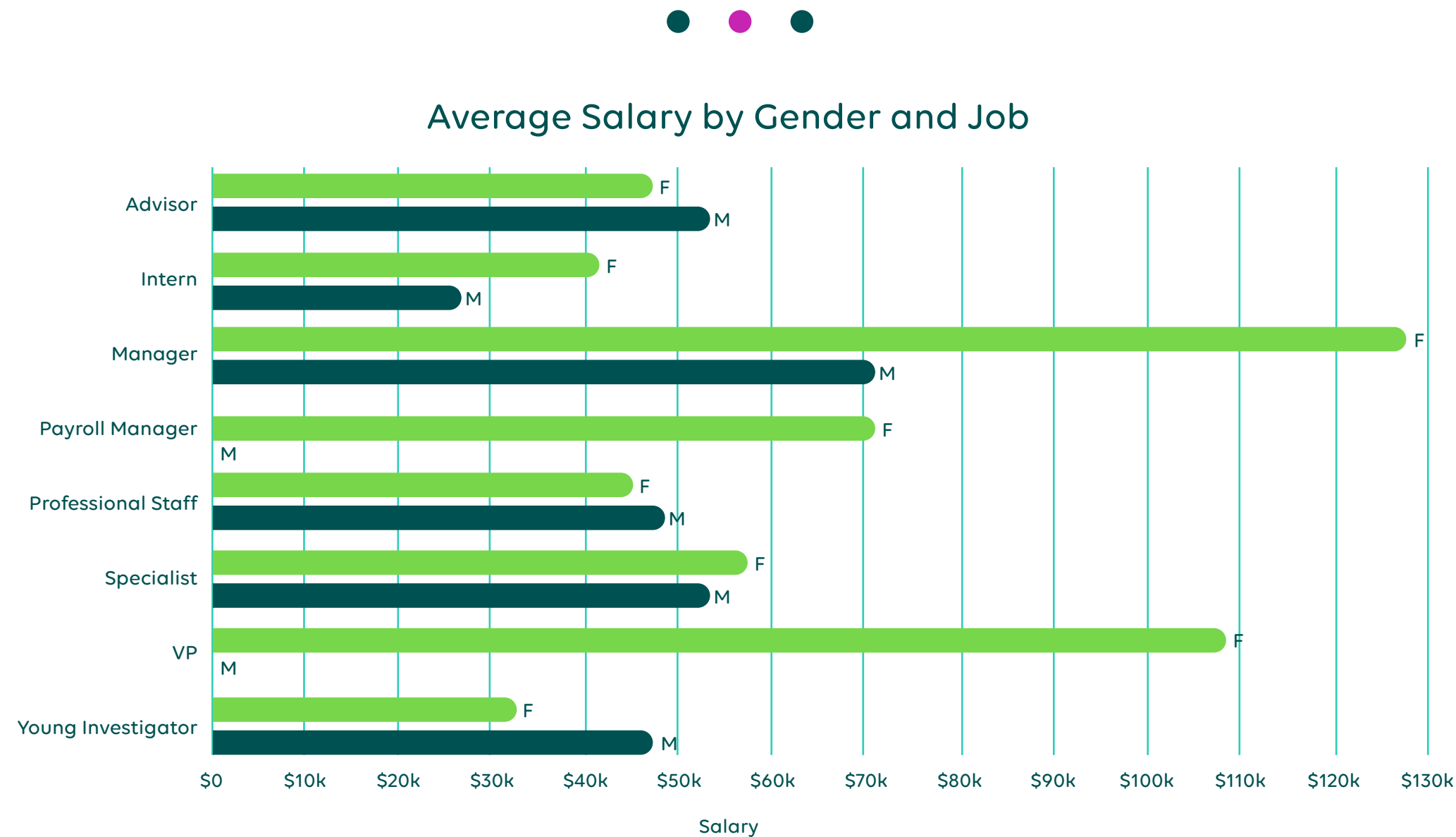
Pay Equity

Understand average salaries by job, gender, ethnicity, and other key factors to quickly identify potential pay gaps and take action to provide fair wages.



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Compensation
Benchmarking

Get insights into how organizations similar in size and market segment are paying people in various roles so you can ensure you are being competitive in your space and paying your people fairly.

Compare Compensation

The average compensation of an accounting manager in your company is **\$55,000**, which is **\$8,000** less than the average salary of similar size companies (**0 - 250** employees) in **MA**.



	ABA Cpa Group Llc	Other Companies	Great Place to Work
Job Title	Accounting manager	Accounting manager	Accounting manager
Seniority	Mid-level	Mid-level	Mid-level
Compensation (average)	\$55,000	\$63,000	\$72,000
Compensation (range)	\$48,000 - \$62,000	\$47,000 - \$85,000	\$52,000 - \$90,000
Company Size	231 employees	0 - 250 employees	0 - 250 employees
Industry	Accounting	Accounting	Accounting
State	Massachusetts	Massachusetts	





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**Leverage the power of HR, talent,
payroll, and time in a single solution
to deliver a modern, personalized
experience that increases efficiency
and simplifies compliance.**

Designed for smaller, leaner HR teams, the UKG Ready® solution enables organizations to create more connected, relevant, and meaningful work experiences for their people by enabling them to empower employees, ensure they have the right people at the right time, and communicate efficiently and effectively.

Visit UKG Ready Demo Center



Our purpose is people

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