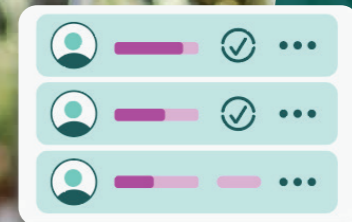


UKG

UKG Data Lookbook



Insight to Impact: How Our Data Drives Results

In today's workplace, the right HR technology can foster meaningful, lasting connections between employees, their work, and your organization's culture. But more than that, the right data sheds light on where you are, where you need to be, and how to get there.

Many organizations struggle with unforeseen issues, including a lack of visibility into workforce trends and difficulty supporting employees in impactful ways. The result is often missed opportunities, disengaged employees, and failure to get the full value from advanced tools like Artificial Intelligence. How do we solve this? UKG leverages **the world's largest collection of people, work, and culture data** to serve decision makers at every level, offering the clarity needed to optimize operations, reduce turnover, and foster a data-driven and people-centered workplace.

Whether it's through understanding overtime costs, improving scheduling flexibility, or offering executives real-time visibility into workforce culture, our platform ensures that you're always equipped to make informed decisions that drive success.





Optimize
Operations

Retain
Top Talent

Build a Thriving
Culture

Optimize Operations

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



Predictable Schedules

Take the guesswork out of scheduling the right people for the job with a tool that considers their lives and well being.



UKG **Advanced Schedule**

Mon 2/12 – Fri 2/16

Name [0/37]	Sun 2/11	Mon 2/12	Tue 2/13	Wed 2/14	Thu 2/15	Fri 2/16	Sat 2/17
		12A 4A 8A 12P 4P 8P	12A 4A 8A 12P 4P 8P	12A 4A 8A 12P 4P 8P	12A 4A 8A 12P 4P 8P	12A 4A 8A 12P 4P 8P	
\$U-CSR 2nd Shifts [2]		E8	E8	E8	E8	E8	
<input type="checkbox"/> Backer, Jonatha...		E8	E8	E8	E8	E8	
<input type="checkbox"/> Norchi, Lillian M		3pm – 8pm	Vacation... Time Off ✓ Approved	3pm – 8pm	3pm – 8pm	Vacation... U-Time Off ✓ Approved	
LV-Group 1 [7] Partial Group		D8	D8	D8	D8	D8	
<input type="checkbox"/> Baren, Mark M		D8	D8	D8	D8	D8	
<input type="checkbox"/> Carrey, Jonathon		D8	D8	D8	D8	D8	
<input type="checkbox"/> Jackson, Richar...		D8	D8	D8	D8	D8	
<input type="checkbox"/> O'Malley, Trista		D8	D8	D8	D8	D8	

Overtime Costs

Understand when projected overtime and other labor costs are about to reach acceptable limits set by the business and proactively take action.

Overtime Analysis

Overtime Hours %

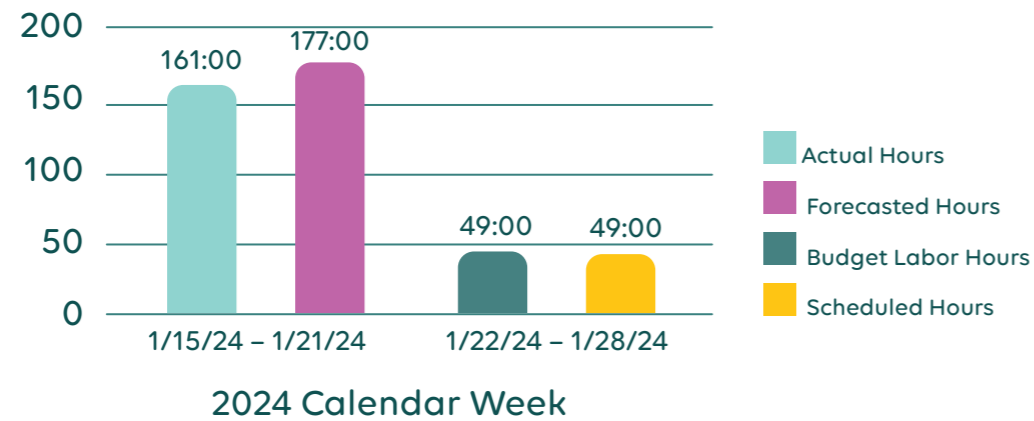
6.12%

Target Overtime %
2.00%

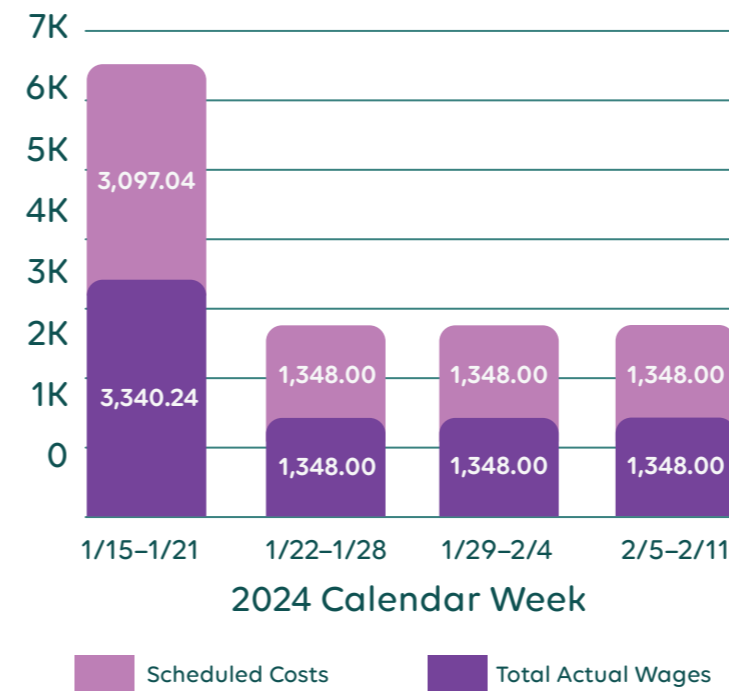
Critical Overtime Hours
06.00

Projected Overtime %
6.12%

Hours Comparison



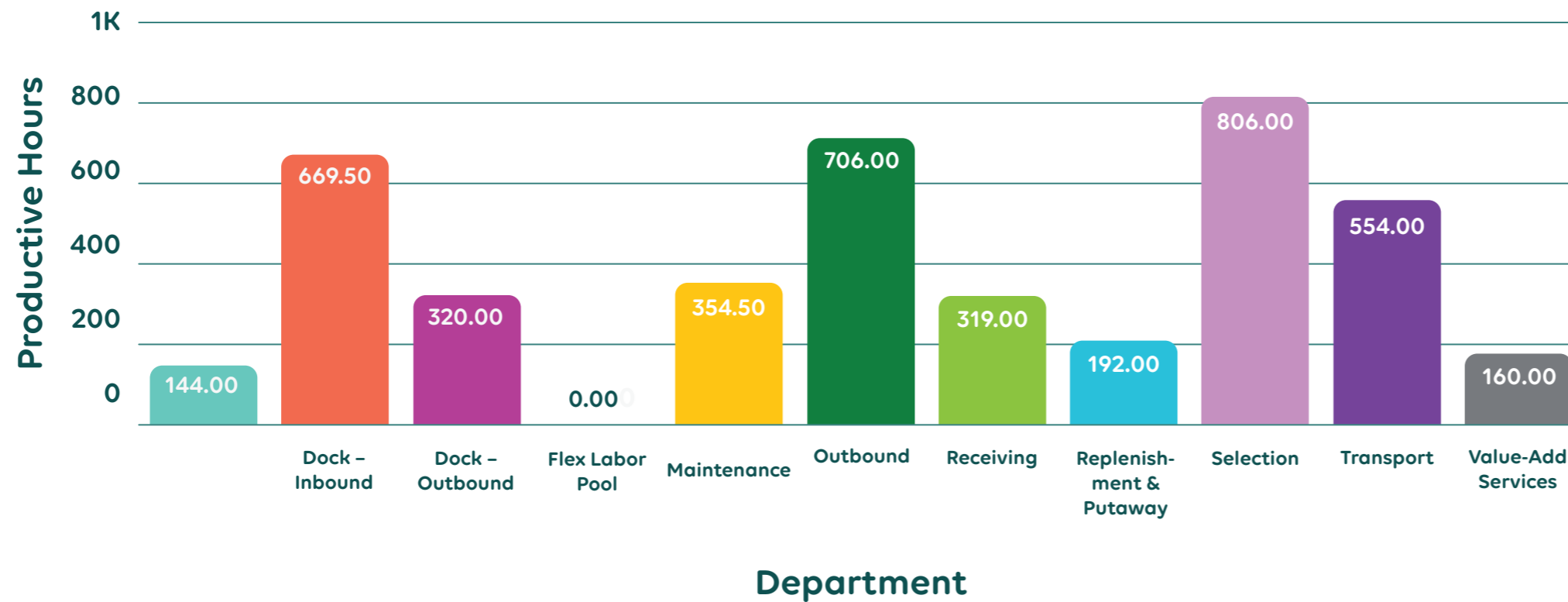
Cost Comparison



Optimize Productivity

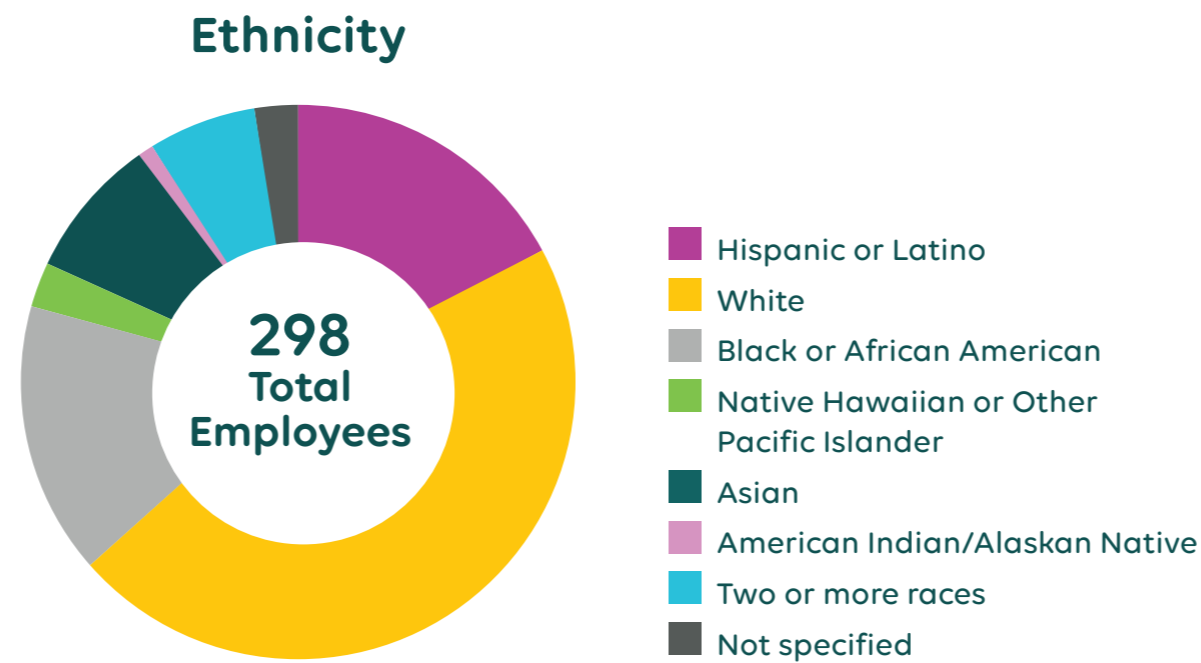
Create an efficient workplace, directing your people to focus on tasks that align with business needs and goals.

Productive Hours by Department



Simplified Compliance

Navigate the regulatory landscape with reports and dashboards that alert operational managers and people leaders about potential compliance issues before they become larger problems.





Retain Top Talent

Proactively support your employees to create a sense of belonging, drive their career growth, and improve retention.


Leadership Standard

Turn everyday HR metrics into practical, actionable steps your people leaders can take in their journey toward becoming a For All Leader, enhancing the employee experience.



Ask Bryte AI

 How can we make our company's promotion process more fair?

 Excellent question Danielle. Here are some thoughts of how you can proceed:

- **Establish clear criteria.** Develop clear and objective criteria for promotion that are based on job-related skills, qualifications, and performance, rather than subjective factors like personal relationships or implicit biases.
- **Standardize the process.** Implement a standardize promotion process that is transparent, consistent, and accessible to all employees. This can include formal procedures for advertising vacancies, assessing candidates, and making promotion decisions.
- **Give employees regular feedback.** This will help them track their progress and identify areas where they need to improve. It will also make them feel more valued and appreciated.

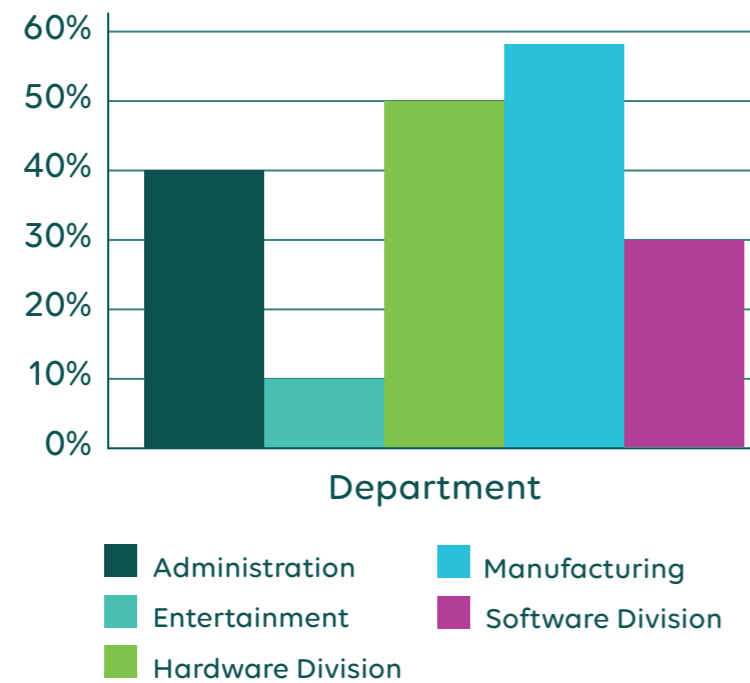


Turnover Insights

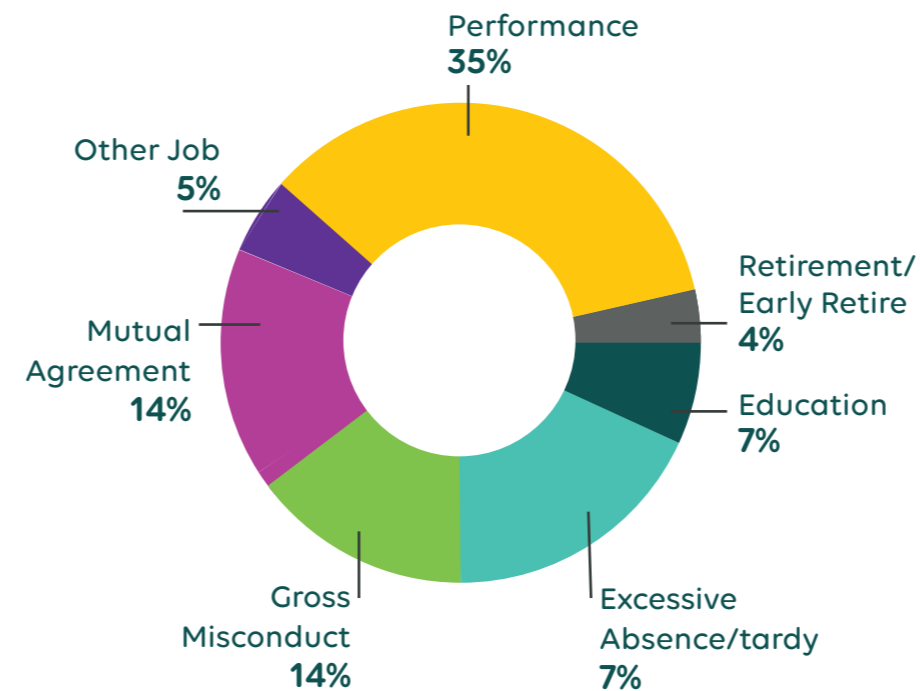
Understand which aspects of your organizational structure contribute to turnover, allowing you to make adjustments to increase engagement proactively.

Turnover Cost — \$1,668,863

Turnover by Department

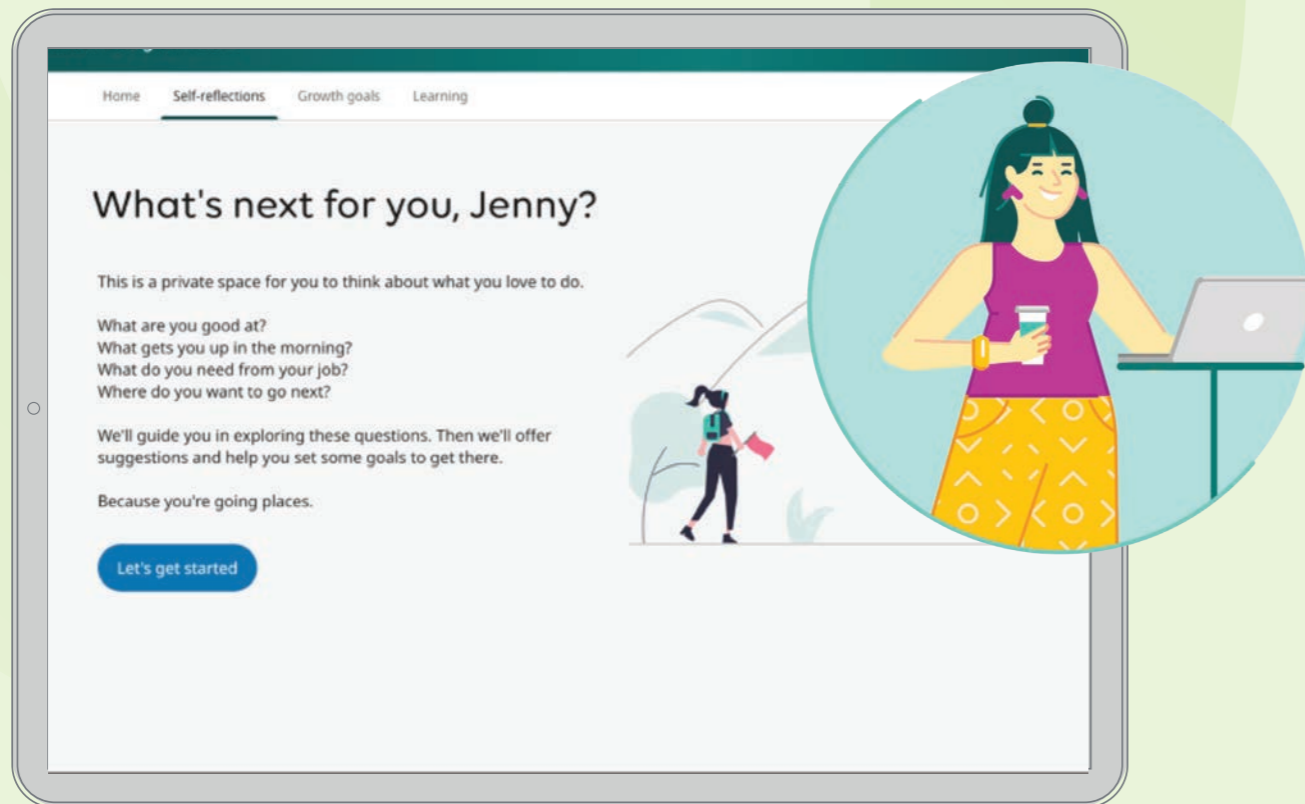


Reasons for Termination



Professional Development

Create a pathway for the people who strive to excel within the organization, guiding them toward their strengths based on their interests, ultimately setting them up for future success.



Select your interests

What are you interested in doing more of in the future?

- Multitasking
- Communicating Skills
- Attention to Detail
- Organizational
- Data Entry
- Problem-Solving
- Time Management
- Persuasion
- System and Process Management



Build a Thriving Culture

Form meaningful connections between people and their work experience tools.



Meaningful Engagement

Foster a culture of belonging where employees connect and collaborate beyond work while you gain visibility into what programs keep engagement strong.



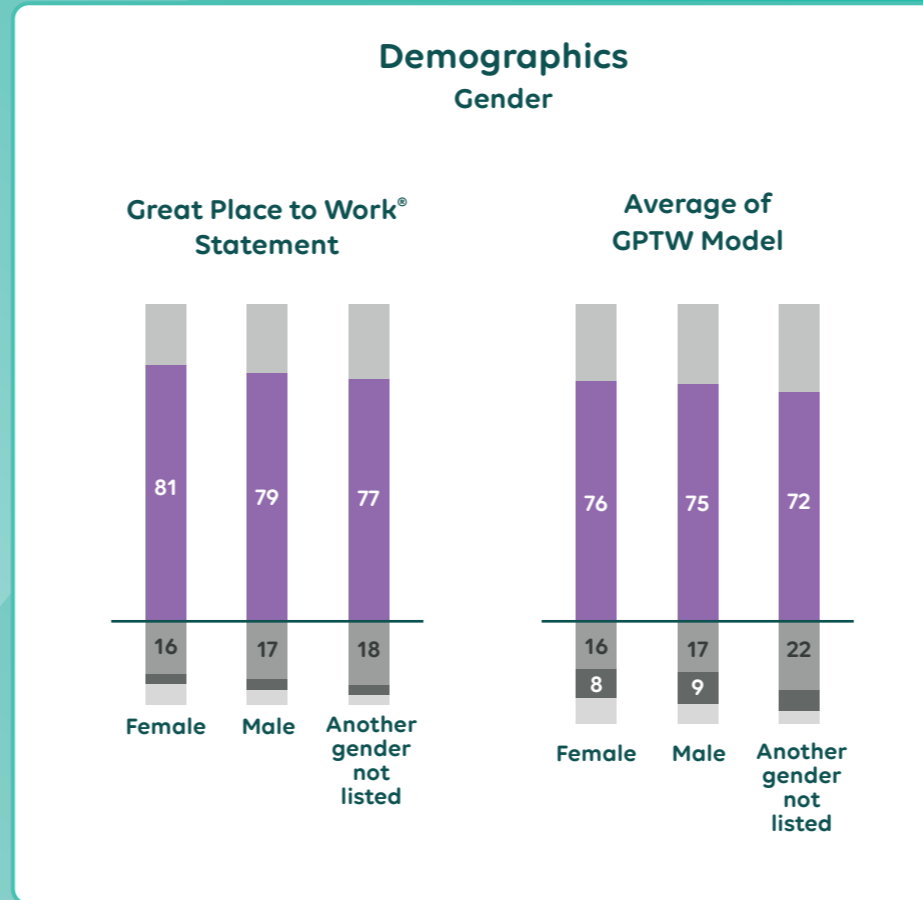
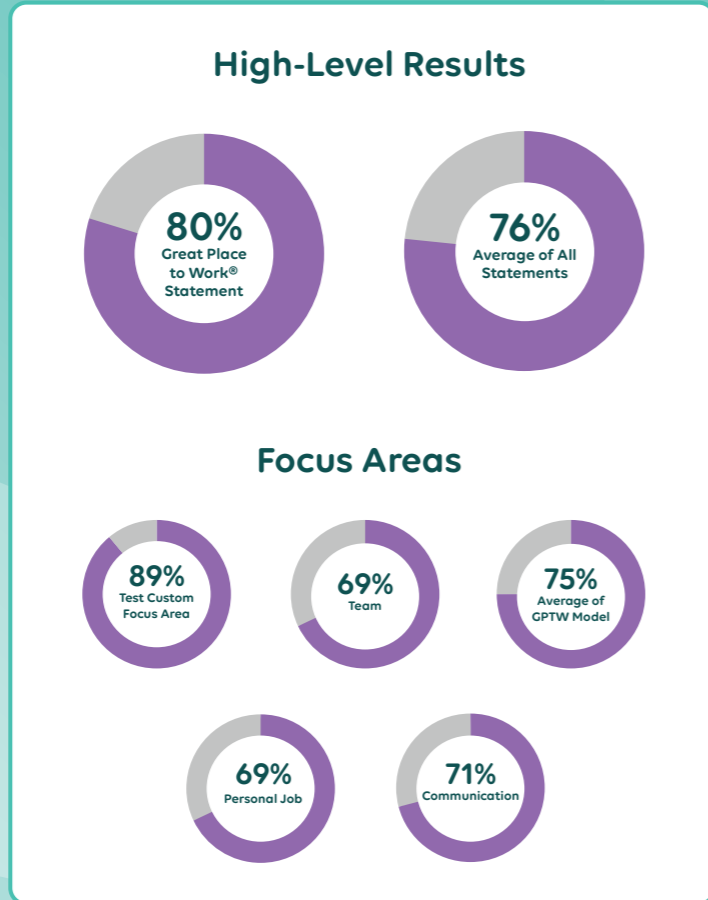
- Accessibility & Disability Allies**
Skylar Johannsen commented: Always wanted to learn Japanese cooking!
- Women in Leadership**
Donovan Johnson commented: My entire department has completed the course
- PRIDE Partners**
Sarah Best commented: I would like to hear from others who are having...
- United in Spanish**
Donald Edwards commented: I can join in on Wednesdays and Fridays
- Vets & Pets**
Ethan Anthony commented: Thanks Maria!

Hey Declan! It was great seeing you yesterday. Wanted to see if you were free to join our team tomorrow to celebrate Emily's birthday. Let us know—we'd love to have you join us.



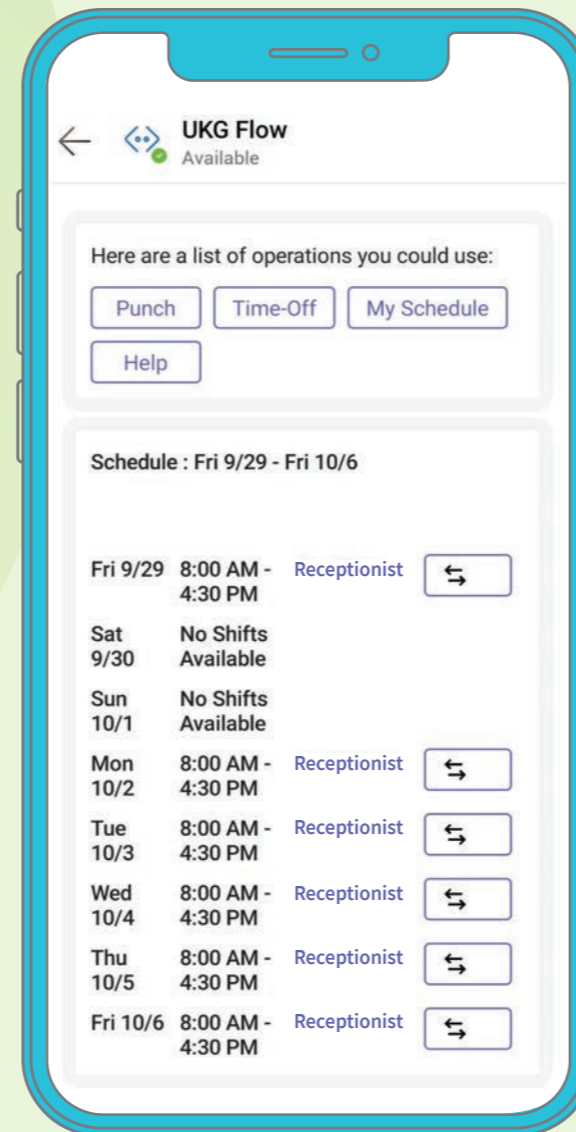
Culture Benchmarks

Show HR how they're performing relative to organizations known for cultures of trust and belonging so they can target continuous improvement efforts and map out areas of investment that reinforce high-trust leadership standards.



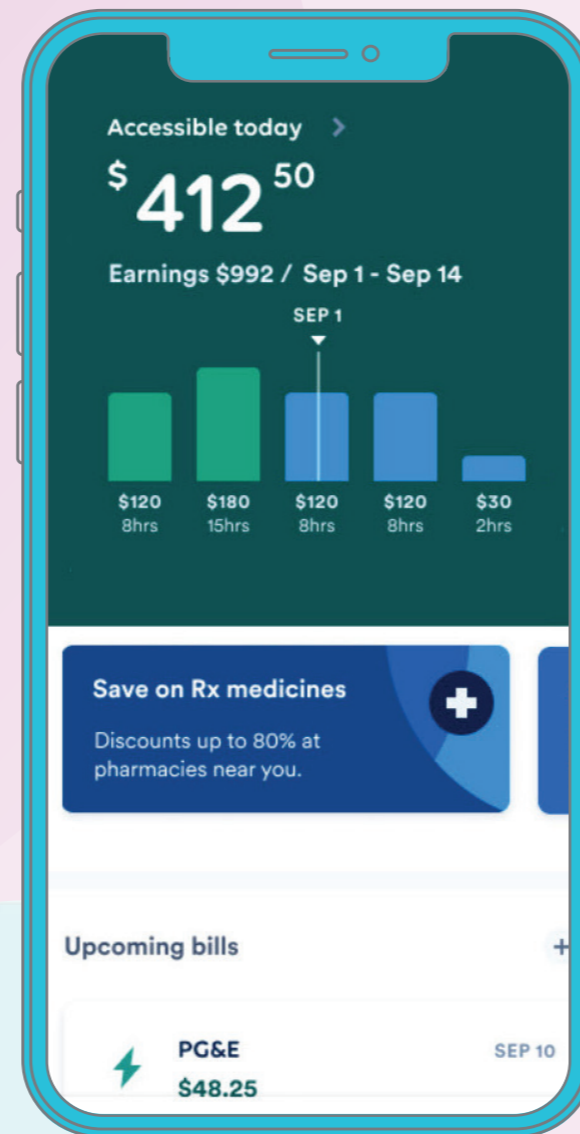
Flow of Work

Assess employee needs and tasks natively, making work simpler and more accessible through the apps they use every day at work.



Financial Wellness

Foster a culture of financial wellness where employees can easily track their earnings and upcoming expenses, empowering them to manage their finances and stay confidently engaged beyond the workplace.



Data Exploration

Drive continuous improvement by empowering people to explore Human Capital Management data, linking areas of opportunity across the business without the need for deep technical expertise.



It's a new month!
Let's take a look ahead at your team's monthly schedule with your **Employee Schedule - Monthly** report.

[Run this report](#)

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Employee Summary	Benefits enrollment	Attendance analysis
Absenteeism	Employee summary	New hire





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UKG's people, work, and culture data serves as the foundation for the decisions and experiences that make your workplace great. Our robust data insights help your managers make connections, your employees feel supported, and your entire organization drive long-term results for years to come.

[Turn data into decisions with UKG](#)



Our purpose is people™

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