

UKG for Life Sciences

Stay competitive with a future-ready workforce management solution

In the rapidly changing life sciences industry, organizations have always faced tight budgets, speed-to-market pressures, and stringent regulatory requirements. Now expanding global markets, generic competition, pricing scrutiny, and uncertain trade policies are creating even greater challenges. As the cost of bringing a new drug or medical device from discovery to commercialization continues to climb, driving efficiency and protecting margins are more important than ever.

Current skills shortages and fierce competition for talent only add to the complexity. According to PwC, more than two-thirds of pharma CEOs are concerned about availability of workers with key skills.¹ How can life sciences organizations take on these formidable challenges and remain competitive? Many are turning to next generation workforce management systems.

UKG™ for Life Sciences helps pharmaceutical, medical device, and biotechnology companies, as well as contract research organizations (CROs) and contract manufacturing organizations (CMOs) optimize and engage their most strategic asset – their people. UKG workforce management solutions make it easy to attract, engage, and retain high-performing talent while controlling labor costs, mitigating compliance risk, and improving productivity. A single global platform supports standardization and localization – from R&D to premanufacturing to finished product – to align the workforce and supply chain across geographies for better business outcomes.

Key benefits

Gain Real-time Visibility

Into labor across the product lifecycle for improved decision making

Track actual labor costs

For government pricing to avoid overcharging while protecting profit margins

Manage global compliance

With automated enforcement of regulatory, union, and company policies

Attract, Engage, and Retain Employees

By Building a culture of trust and empowerment



65%

of Fortune's top pharmaceutical and medical device companies rely on UKG solutions.²

Minimize compliance risk

UKG understands how important regulatory compliance is for life sciences organizations. UKG simplifies global regulatory compliance by automating processes for tracking employee time and leave. Our solutions enforce legislative, union, and corporate policies – at the country, state, and local levels – helping ensure that employees work only authorized hours and take all mandated breaks. Automated administration of leave eligibility and requirements minimizes the risk of costly litigation and fines. Plus, easy access to detailed labor data and audit trails, including policy, performance, and safety infractions, provides critical support in the event of a grievance.

Attract and retain a skilled workforce

With skill shortages stifling productivity and growth, life sciences organizations can't afford to lose good employees or miss out on qualified candidates. To attract and retain the best talent in a highly competitive job market, you need to make employee engagement a top priority. Featuring intuitive tools and future-ready technology, UKG for Life Sciences helps create a more engaging employee experience. Machine learning and embedded analytics help managers work smarter by monitoring employee performance and guiding in-the-moment decisions that improve business outcomes. And employees can work their way with easy-to-use mobile tools that give them greater control over their schedules – and their work-life balance – while still meeting business needs.

Optimize your people – and your profits

UKG for Life Sciences provides the intelligent systems, data-driven automation, and real-time operational insights you need to manage your workforce for maximum impact. Discover why life sciences companies, CROs, and CMOs around the globe rely on UKG to gain – and sustain – a strong competitive advantage.

Put UKG for Life Sciences to work for you:

+1 800 225 1561 | ukg.com/manufacturing



Our purpose is people

Building on 70 years of experience from two leaders in HR solutions, UKG™ combines the strength and innovation of Ultimate Software and Kronos®. Individually, we've always put people at the center of everything we do. Together, we're committed to inspiring workforces and businesses around the world, helping to pave the way forward for our people, customers, and industry.