



UKG for Tribal Nations

More Easily Recruit, Manage and Engage Tribal Employees

Key benefits

- **Leverage a single, centralized source of employee data** across all tribal operations
- **Hire best-fit employees** based on job requirements and tribal preferences
- **Streamline onboarding** to accelerate employee productivity
- **Improve compliance** with automated enforcement of work and pay rules
- **Monitor labor hours and performance**, including overtime, to control costs
- **Drive employee engagement** with empowering self-service and mobile tools

Recruit, manage, and engage employees with a single, unified workforce solution

Every day, tribal nations are challenged to protect native cultures and maintain tribal sovereignty, while managing government funding and commercial revenue to ensure a strong economic base for their communities. That's no small order given the range of activities for which tribal governments are responsible — from education, law enforcement, healthcare, and judiciary systems to natural resource management, infrastructure, gaming, and retail. Because tribally operated enterprises, agencies, and services employ so many workers, effective people management can go a long way toward controlling costs, managing compliance, and curbing turnover.

UKG for Tribal Nations is a unified suite of workforce and human capital management solutions that helps you recruit, manage, schedule, pay, and engage employees while increasing productivity, reducing labor costs, and minimizing compliance risk. Our automated tools streamline processes and provide real-time insights to guide smart decisions and increase transparency across your tribal community. Plus, our intuitive user experience empowers employees to perform at their full potential and accomplish daily tasks — from applying for jobs and enrolling in benefits to managing time and tracking performance — quickly and easily. With a single, integrated UKG™ (Ultimate Kronos Group) platform, your community can better leverage its people and financial assets for more efficient and effective operations.

Mitigate compliance risk across your tribal community

Don't put your nation at risk for unnecessary compliance litigation and hefty fines. By integrating human resources (HR), benefits administration, time and attendance, scheduling, and payroll, the unified UKG suite empowers managers to keep pace with labor laws and industry regulations, such as the Affordable Care Act, the Fair Labor Standards Act, collective bargaining agreements, tribal rules, and more. The centralized rules engine applies appropriate policies consistently, fairly, and accurately across both hourly and salaried employees.

With UKG, it's easy to preconfigure work and pay rules for your diverse employee base. The system automatically enforces these rules while generating a detailed audit trail to demonstrate compliance efforts. UKG continually monitors and analyzes time records and schedules to help you comply with ever-changing rules — from minimum wage and overtime laws to meal and rest break mandates and safety regulations — that affect workers in tribally operated enterprises, agencies, and services. In addition, absence management tools streamline the process of enforcing attendance and leave policies, including the Family and Medical Leave Act, to minimize compliance, productivity, and financial risks.

Control labor costs for improved economic outcomes

Providing jobs for more than just their own members, many tribal nations are becoming major economic forces in their regions. As tribal governments expand their role as employers — hiring everyone from sales clerks, janitors, and casino dealers to nurses, teachers, and public safety officers — the ability to effectively manage labor costs is more important than ever. UKG solutions provide the data-driven automation and real-time visibility you need to monitor labor spending and balance costs with desired outcomes — exceptional service, public safety, patient satisfaction, student achievement, and more — across your tribal operations.

UKG automates time, attendance, and scheduling processes to reduce overtime rates, minimize overstaffing, and eliminate payroll errors that can send labor costs soaring. Our solutions support multiple wage rates and weighted average overtime, and automatically alert managers when employees are approaching overtime thresholds. Visibility into metrics and trends can help managers determine when it's more cost-effective to hire additional employees than to rely on overtime or temporary staff. Best of all, UKG provides all these capabilities in one unified suite, so you maintain a single, consistent data source and avoid costly integration efforts.

Boost employee satisfaction and retention to drive performance

Hiring the right people is the first step toward reducing employee turnover. UKG talent acquisition solutions make it easy to recruit, screen, track, hire, and complete employee verification of best-fit candidates, while a streamlined onboarding process helps new hires feel welcome and become effective contributors quickly. Self-service and mobile tools increase workforce engagement with a single point of access for all shift, holiday, and time-off information. Employees can view schedules, timesheets, and pay stubs; select or swap shifts; and request time off from any device. By giving employees a say in when and how they work, UKG solutions help create a culture of trust and empowerment that makes workers feel valued.

Effective scheduling improves workforce productivity and satisfaction in all areas of your tribal community. UKG scheduling solutions track skills and certifications to put the right employee in the right place at the right time. Advanced forecasting helps managers align staffing to demand for reduced worker stress, fatigue and burnout, while automated alerts prevent employees from taking on too many hours. What's more, performance management tools facilitate ongoing coaching and development to keep employees motivated to do their best work and grow in their careers.

One unified platform for managing your diverse workforce

The unified UKG workforce platform helps take the complexity out of recruiting, managing, engaging, and retaining all-collar employees across your tribal community. The suite's integrated applications — HR, time and attendance, scheduling, payroll, leave, talent management, and analytics — share a centralized database of employee information. All applications are updated in real time, so managers can make confident decisions based on accurate and consistent data. Plus, the entire suite shares the same intuitive user interface to deliver an engaging employee experience — from prehire to retire.

Trust a proven solution that has helped tribal governments and large gaming operations across the U.S. better control costs, manage compliance, and drive high levels of employee engagement and performance. With UKG, frontline managers and senior decision makers alike gain instant access to the tools and information they need to monitor labor productivity and costs, keep pace with compliance requirements, and empower employees to realize their full potential.

Put UKG for Tribal Nations to work for you:
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Our purpose is people

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