



UKG for Automotive

Drive operational efficiencies with a global and unified workforce management solution

The automotive industry has always been at the forefront of innovation. With the introduction of electric vehicles, autonomous driving capabilities, and other technological advances, the industry is more competitive than ever. Digital transformation initiatives are accelerating the speed of innovation and forcing industry leaders to rethink how vehicles and parts are manufactured.

For example, CASE (connectivity, autonomy, shared mobility, and electrification) technologies are significantly improving operational efficiencies and powering new products and services development. Many organizations are turning to these new technologies to overhaul their manufacturing processes, investing in solutions such as smart factories, digital supply networks, artificial intelligence (AI), and machine learning (ML). As automotive manufacturers move forward with operational transformation, they must ensure that their most valued resource – their people – aren't left behind.

UKG (Ultimate Kronos Group) offers organizations unified, global workforce management solutions that provide the intelligent automation and operational insights that automotive manufacturers and suppliers need to drive efficiencies, control labor costs, achieve workforce agility, and deliver a better overall employee experience that fuels operational excellence.

Key benefits

Control operational expenses to protect margins and remain competitive

Align labor to meet demand by reducing unplanned and unnecessary overtime

Drive productivity with real-time labor data to make more informed decisions

Maintain union and regulatory compliance by automating enforcement of all pay and work rules

Cultivate a safe workplace by creating schedules based on certifications and fatigue management policies

Improve the employee experience with self-service tools to support work-life balance



Control operational expenses

Since labor is the largest controllable expense for most manufacturing organizations, it provides the greatest opportunity for significant improvements to the bottom line.

UKG™ workforce management solutions can help organizations reduce errors leading to payroll inflation and automatically enforce attendance rules set by the organization to minimize unplanned absences. By reducing unplanned absences, manufacturers can minimize downtime and keep their margins strong. UKG can even send real-time alerts to managers when an employee fails to punch in so they can quickly find a replacement.

While overtime (OT) is a valuable tool for ensuring production deadlines are hit, excess OT can represent a major expense in any operation. UKG automatically aligns labor to meet production requirements so manufacturers can reduce their unnecessary OT hours while ensuring orders are completed on time and on budget.

Maintain compliance and safety

In the heavily unionized automotive industry, ensuring compliance with union requirements creates operational complexity. Add other labor regulations such as the Fair Labor Standards Act (FLSA), Family Medical Leave Act (FMLA), and Sarbanes-Oxley Act (SOX) into the mix, and compliance management is a major challenge for this sector.

With intelligent automation, UKG solutions consistently and fairly applies all work and pay rules in accordance with company policies, collective bargaining agreements, and legislation to minimize costly non compliance fines.

UKG technology tracks skills and certifications so only employees with the right qualifications are scheduled to work certain jobs. It also provides management with visibility into hours and consecutive days worked to carefully monitor employee fatigue. This helps manufacturers maintain compliance with Occupational Safety and Health Administration (OSHA) requirements and cultivate a safer workplace.



We selected UKG for its market leadership in global deployments, its cloud offerings, and its unparalleled expertise in manufacturing and the automotive industry. To my knowledge, there is no other vendor that can match UKG in these areas. In addition, UKG has been a trusted advisor to our company and has partnered with Honda to meet and support our complex business needs.



Mark Salsbury, Global Project Lead, Honda North America



Drive productivity with enhanced visibility into labor

In an industry as competitive as automotive manufacturing, it's critical that manufacturers operate at peak efficiency to ensure their margins are protected. Business leaders need real-time data insights to make proactive decisions, instead of looking in the rearview.

UKG provides automotive manufacturers with the tools they need to improve their operations and take control of their labor costs. By capturing time against production orders, manufacturers can easily compare labor standards to actual results and take corrective action to improve operational efficiency. With real-time labor visibility, organizations can improve workforce productivity and make more informed decisions in the moment, before their bottom line is at risk.

Improve the employee experience

As the talent shortage is a widening problem in the manufacturing industry, organizations must find ways to attract the next generation of workers into the field. Automotive manufacturers and suppliers are not immune from this talent crisis.

UKG solutions provide frontline team members with the tools they need to effectively manage their work-life experience. Through self-service tools, employees can easily swap shifts, request time off, provide scheduling preferences, or even view personal performance results. This helps organizations deliver a better employee experience, making it easier to attract new employees while increasing engagement and retention of their existing workforce.

About UKG

At UKG, our purpose is people™. Built from a merger that created one of the largest cloud companies in the world, UKG believes organizations succeed when they focus on their people. As a leading global provider of HCM, payroll, HR service delivery, and workforce management solutions, UKG helps tens of thousands of organizations across geographies and in every industry drive better business outcomes, improve HR effectiveness, streamline payroll, and make work a more connected experience for everyone. UKG has earned numerous awards for culture, products, and services, including consecutive years on Fortune's 100 Best Companies to Work For list.



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