



Hoyt Archery Engages Employees Using Olympic- Quality Values and UKG Ready

Located in Salt Lake City, Utah, Hoyt Archery produces high-performance bows for Olympic archery competitors, bow hunters, and target archers and has consumers in 40 countries.

Employees: 250
Industry: Manufacturing

Top Challenge

Using manual workforce management and HR processes stymied Hoyt Archery in efficiently managing its workforce and engaging employees. Wanting to demonstrate the same commitment to Olympic quality that it embraces in manufacturing archery equipment, Hoyt Archery implemented the UKG Ready™ solution to improve its human capital management.

Solutions

Automating hiring, onboarding, and benefits administration saves valuable HR staff time and improves the employee experience.

Self-service tools let employees see their schedules, timecards, and accruals; request time off; and select benefits — from anywhere.

Manager access to real-time workforce data supports timely, informed workforce management decisions.

Results

HR staff and production managers have more time to focus on employees instead of on manual processes.

Employees are more empowered and engaged by having anytime access to their information.

Using real-time data, managers can adjust employee schedules to meet seasonal production needs and minimize overtime.

“UKG Ready does administrative tasks for me, so I have more time and energy to focus on employee engagement, strategic planning, and building this employee-employer brand that makes people want to work for Hoyt Archery.”

Lindsay Mattes, HR Manager



Key benefits

- **Recruit, hire, and retain best-fit employees and keep them engaged with self-service tools that let them access and act on their information**
- **Streamline HR and workforce management processes to improve productivity and free up time for increased interaction with employees**
- **Provide access to real-time labor data in a single location for extensive reporting and informed decision making**

Products

UKG Ready Time

UKG Ready HR

UKG Ready Payroll

UKG Ready Accruals Manager

UKG Ready Leave Manager

UKG Ready ACA Manager

Challenges

As a company that manufactures bows for Olympic athletes, Hoyt Archery has very high production standards. Its manual HR and workforce management processes, however, did not meet similarly high standards. Time-consuming and inefficient paper-based HR tasks — from recruiting and hiring to benefits management and performance reviews — sapped HR staff time and stifled employee engagement.

Managers also spent considerable time manually scheduling employees and managing their time-off requests, time that would have been better spent interacting directly with their employees. And without real-time visibility into employee data, managers were hindered in making timely workforce management decisions.

Solutions

Deciding the company needed to adopt high standards in the efficient and effective management of its workforce management and HR processes, Hoyt Archery implemented a cloud-based UKG Ready solution.

Using the human capital management solution has helped the company streamline and improve processes and gain visibility into real-time data to increase productivity, better manage labor costs, and improve employee engagement.

Results

Facing competition for qualified staff, Hoyt Archery is utilizing UKG Ready to help the company recruit, hire, engage, and retain best-fit employees.

“UKG Ready does administrative tasks for me, so I have more time and energy to focus on employee engagement, strategic planning, and building this employee-employer brand that makes people want to work for Hoyt Archery,” says Lindsay Mattes, HR manager.

Employees like using the intuitive solution’s self-service tools — at timeclocks, on the desktop, or on their mobile devices — to view their schedules, timecards, and accrual balances. Using this functionality, they also can request time off and check the approval status, update personal information, and make open enrollment selections. With anytime, anywhere access to their information and greater autonomy, employees feel more engaged and empowered.

Automated and simplified HR processes — including benefits administration, performance management, and compensation reviews — are improving the experience of HR staff too. With all employee information in a single, automated solution, HR staffers have fast, easy access to workforce data and extensive reporting. Visibility into real-time data enables HR leaders to focus on people, not on processes.

Using UKG Ready, managers also are able to spend more time focused on their employees and not on managing inefficient workforce management processes. Now, with real-time visibility into employee time, they can adjust schedules to meet seasonal production demand while minimizing overtime costs.

With its move to UKG Ready, Hoyt Archery is demonstrating its commitment to Olympic-level quality not only in its archery products but also in effectively managing its workforce.