



Transforming payroll and workforce management for the smart industrial manufacturer

Enhancing workforce engagement and satisfaction while driving operational efficiency, cost-effectiveness, and compliance.



KPMG LLP (KPMG) and UKG are at the forefront of helping industrial manufacturers transform their workforce management (WFM) and payroll operations.

WFM (i.e. operational workforce time and attendance, absence management, labor forecasting and scheduling, labor cost allocation, etc.) and Payroll are incredibly integrated functions. For organizations who span multiple geographic locations, often with numerous different systems and technologies, a lack of true integration presents many challenges. Managing vast numbers of employees through disparate platforms across multiple countries, many industrial manufacturers are relying on manual processes and point solutions to manage these business-critical functions.

The industrial manufacturing marketplace is steeped in merger, acquisition and divestiture activity. IM organizations now more than ever require enterprise applications and operating models that span the globe.

Variations in skill levels, shift differentials, union agreements, and regional wage regulations require intelligent systems that can accurately model and manage these complexities in real time.

For a large proportion of industrial manufactures, however, a desire to transform these operations is hindered by fragmented legacy technologies, poor aggregation, and a lack of clear operational oversight.

Together, KPMG and UKG can help you tackle these challenges head-on, with an integrated, centralized single source of truth for your WFM and payroll data that provides the control and insight you need to enable more productive, cost-effective, compliant, and predictive global payroll operations.

What can KPMG and UKG do for you?

The KPMG and UKG partnership brings together market leading industry experience and enterprise technology to transform Industrial Manufacturing.

KPMG is proud to partner with UKG to offer the most cost-effective and valuable WFM and payroll solution, tailored to the specific and complex requirements of industrial manufacturing organizations. UKG's technology, combined with the extensive industrial manufacturing experience of KPMG professionals, our well-established business processes, and a tried and trusted operating model framework, enable us to drive maximum speed to value and ensure your WFM and payroll solution fits your exact requirements for now, as well as providing the flexibility required as your needs evolve.

The power of partnership. This is how we can help you:

- 1** Effectively manage your workforce and payroll across all geographic regions, regardless of complexities and variances in payroll frequency, pay rates, bonus structures, unions, and regulations—through a single, integrated solution.
- 2** Identify risks, challenges, inefficiencies, and opportunities for value creation across your global payroll operations.
- 3** Gain clear oversight of your real-time status, across all payrolls, through an aggregated, centralized view combined with integrated analytics, auditing, and reporting. Unify payroll and time, providing stronger visibility and accountability across gross-to-net and net-to-zero.
- 4** Eliminate cost leakage and compliance risks, while proactive alerts help you address timesheet errors and time-shaving issues before closing your payroll. Self-service capabilities enable advanced forecasting and predictive actions to be taken.

- 5** Efficiently transition to strategic, insight-driven operational excellence that enhances workforce agility, compliance, and cost efficiency.



UKG is a leader in industry-specific WFM and payroll solutions. With a shared focus on client-first, business-led, outcome-driven working principles, our combined strength and extensive knowledge offer a powerful WFM and payroll solution, tailored to the specific requirements of the industrial manufacturing industry.

Setting you up for success— a winning approach

The success of any technology transformation is rooted in a clear understanding of your current position, ongoing challenges, and strategic goals. That's why our outcome-led methodology takes a staged approach to set you up for success:

1 Assessment of current operations

Before any thoughts of technology implementation, KPMG will help you build a solid base on which to progress. Leveraging our leading global payroll modeler to provide a rapid assessment of your current payroll operational strengths and weaknesses, we identify challenges and risks across your global WFM and payroll operations. Assessing your people, processes, technology, and governance capabilities, we map your results against industry benchmarks and identify actionable areas for improvement.

2 Aggregation and oversight

Providing aggregation and insight of your whole global payroll data, across all geographic locations and systems, you will gain a clear oversight of FTE and vendor costs, compliance risks, inefficiencies, and leakage. Your most prominent risks, challenges, and opportunities for value creation are identified.

3 Strategic roadmap

Our dedicated industrial manufacturing transformation team work alongside you to agree the actions needed in the immediate, near, and long term to set strong foundations for a successful WFM and payroll transformation. In parallel, we help you take the necessary steps to assess and create the baseline of your future global payroll strategy.

4 Target Operating Model

Equipped with a thorough understanding of your current position, operational requirements, desired strategic outcomes, and with a robust transformation strategy in place, KPMG applies our proven Powered Target Operating Model framework to help ensure you have the right processes, people, and service delivery model in place. Each stage of your journey is underpinned by deep analytical insights and a robust governance structure, helping you navigate your transformation journey with confidence.

5 Implementation

KPMG starts every client engagement by acquiring a deep understanding of your specific requirements, challenges, culture, and goals. Armed with this vital foundational information, we then provide the resources, support, and thorough working knowledge of UKG technologies to strategically and collaboratively guide you through your implementation journey and drive maximum value from your technology investment.

6 Continuous improvement

Our support and guidance doesn't stop on Go-Live. KPMG works as an extension of your team to drive continuous improvement and ongoing value.

More than technology—this is ongoing operational excellence

Backed by UKG's leading global WFM and payroll solutions, KPMG can help you achieve your technology enabled business transformation.

Our approach is geared towards understanding your specific near and long-term requirements, before ensuring you realize maximum value from your technology investment.

Evaluating your current operations, we identify areas of risk and seek opportunities to reduce manual processes, administrative burden, and labor costs. We assess areas where AI and automation can be implemented, with trust and confidence, to drive real operational value while robust governance structures help ensure your WFM and payroll function complies to regulatory obligations.

We explore opportunities to improve productivity, monitor and track performance, and enable continuous improvement, while empowering people to make smarter, data-driven decisions.

With this thorough knowledge of your requirements, culture, and goals, we help you leverage the capabilities of your UKG solution to drive speed to value and realize the full potential of this powerful solution.

Experience matters

Making the right technology choice is important; with UKG you can be confident in choosing a leader of WFM and payroll solutions, specifically geared towards the complex environment of industrial manufacturing.

Technology alone, however, will not bring about a successful transformation. KPMG professionals are assembled and cross-trained to have a deep functional, operational, and systems implementation background. Equipped with deep industrial manufacturing experience, our team understand the unique challenges of your industry.

KPMG accelerators, leading practices, proven frameworks, and decades of domain knowledge, along with an intimate knowledge of the technical aspects of UKG workforce managements and payroll technology, mean our teams know how best to apply UKG's leading technology to fit your specific requirements and drive maximum value.

Contact us

Are you looking to transform your workforce management and payroll operations?

Talk to our team to learn how we can help you transform these business-critical functions by improving efficiency, lowering costs, increasing governance, and enabling informed strategic decisions through centralized oversight.



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