



UKG Pro Solution Guide

Platform and data / Payroll / Workforce management / Suite experience

Introduction

We're on a mission to inspire every organization to become a great place to work through HR and payroll technology built for all. With UKG, you get more than 70 years of combined experience in HR, payroll, workforce management, and culture solutions — all in one suite.

UKG Pro

Human Capital Management that puts people first. UKG Pro combines HR, payroll, workforce management, and culture solutions with artificial intelligence (AI)-driven tools that connect, engage, and grow your workforce.

Technology that builds great workplaces

Putting at your fingertips the most comprehensive people data, backed by decades of data and industry expertise, UKG Pro helps you turn insights into actions that foster trust, drive engagement, and shape thriving workplaces.

Insights you can act on

By uniting culture, people, and work data, UKG Pro creates personalized experiences that empower employees and managers to build connections, foster engagement, and find purpose every day.

Tailored for your industry

From retail to healthcare, manufacturing, the public sector, and beyond, UKG Pro meets the unique needs of complex workforces. Optimize resources, manage challenges, and nurture culture to drive better outcomes across industries.

Simplifying workforce management

Whether managing salaried, hourly, hybrid, or gig workers, UKG Pro simplifies even the most complex processes. Empower your organization to adapt, decide, and succeed in real time — unlocking your workforce's full potential.



UKG Pro platform and data

Remarkable technology powering great workplaces. UKG Pro gives your organization the flexibility to meet unique business and people needs. With innovative tech infused with leading people, work, and culture data, UKG Pro helps you achieve remarkable outcomes for both your people and your business.

Flex Platform

Embedded in UKG Pro, UKG Flex™ makes it easier for you to harness the latest innovations, like AI-driven insights and seamless integrations. Flex helps you connect systems, improve experiences, and drive better outcomes for your organization.

Reporting & Analytics

Get the insights you need to make smarter decisions. Powered by People Fabric™, the world's largest collection of people, work, and culture data, our customizable reports and predictive analytics help you optimize workforce efficiency, cut labor costs, and improve your employee experience — all backed by actionable insights.

UKG Bryte AI

UKG Bryte™ is your trusted advisor, giving employees insights to simplify the challenges of work and life. Backed by decades of data, Bryte helps build trust, streamline decision-making, and create personalized experiences that drive engagement and purpose.

Developer Hub

Extend the capabilities of UKG Pro with the Developer Hub. Build applications, create real-time data exchanges, and customize workflows with easy access to APIs, sample data, and onboarding resources for developers at all levels.



UKG Pro human resources solutions

Simplify complex people processes in one place. UKG Pro connects HR with the tools and insights needed to work more effectively. Streamline people processes and gain deeper visibility across your workforce, all in one platform.

HR

Centralize HR processes to manage people data, meet compliance needs, and support your global workforce. With UKG Pro, empower your people and help your HR team work more efficiently.

HR Service Delivery

Make it easier for HR to support your people no matter where they are. Digitize employee files, leverage dynamic templates, and automate document management to drive more strategic HR with UKG HR Service Delivery™.

Benefits

Offer a modern benefits experience that simplifies enrollment, life events, and decision-making. The UKG Pro Benefits Hub gives you seamless data flow and greater visibility for better benefits administration.

Compensation

Create, manage, and automate compensation plans to align with your organization's goals. Provide visibility into compensation factors, support performance-based rewards, and ensure compliance with pay practices.



UKG Pro culture solutions

A culture-driven HCM suite

UKG Pro supports your organization's growth by fostering a people-first culture. Engage and connect with your teams to drive employee morale, retention, and business success through cultural insights.

Great Place To Work Hub

The UKG Great Place To Work® Hub transforms HR data into actionable insights, supported by the Great Place To Work Trust Index survey. Use these AI-powered recommendations to enhance hiring, development, and retention practices.



Communication and engagement

UKG Talk® helps you engage your workforce, especially remote and frontline teams, by fostering a sense of community and boosting productivity. Keep employees connected and valued with a mobile-first solution designed for seamless collaboration.

Employee sentiment

Use UKG Employee Voice™ to gather real-time feedback with AI-powered surveys to assess employee sentiment and engagement. Gain actionable insights to improve workplace culture, retention, and performance by understanding employee emotions and priorities.



UKG Pro talent solutions

Engage and motivate your people at every step

Attract, retain, and grow talent with intuitive tools that foster collaboration, goal-setting, and continuous learning. UKG Pro helps you engage the right new talent while developing your current team.

Recruiting

UKG Pro Recruiting helps you streamline hiring with branded job boards, AI-based ranking, mobile support, LinkedIn integration, and more. Engage candidates and optimize your recruitment process with real-time analytics and gamified tools.

Onboarding

Create a personalized, engaging onboarding experience that helps new hires connect with your company from day one. Assign mentors, track progress, and ensure new employees feel supported and productive.

Talent marketplace

Offer development and mobility opportunities to help employees grow and achieve their career goals. Encourage collaboration and attract diverse talent with a comprehensive talent management approach.

Performance and coaching

Shift to continuous, collaborative career development with a Talent Dashboard for real-time insights. Employees track goals and feedback, while managers use predictive analytics for succession planning and development.

Learning

Promote continuous learning with flexible, on-demand content and mobile access. Build training academies, integrate with Zoom and Webex, and track progress with comprehensive reporting and compliance tools.

UKG Pro payroll solutions

Financial wellbeing at your fingertips. With UKG Pro, simplify payroll, ensure accuracy, and improve financial wellbeing with real-time pay insights—accessible from any device.

Payroll

Streamline complex calculations and configure payroll to meet your organization's needs. Ensure accurate payments with real-time metrics, automated tax recommendations, and mobile access. UKG Pro supports both U.S. and Canadian payroll, compliance, charitable giving, and easy year-end tax forms.

Payment services

Automate tax filing and pay-related processes to reduce risks and penalties. UKG experts manage third-party payments, wage attachment disbursements, and filings for U.S. federal, state, and local taxes, as well as Canadian source deductions.

Multicountry payroll

Manage global payroll across 160+ countries with easy-to-use dashboards in UKG One View™. Streamline operations and ensure compliance across local, national, and global rules — providing visibility in more than 120 currencies and 20 languages.

Earned wage access

Boost financial wellness with earned wage access, flexible pay options, budgeting tools, and financial literacy resources through UKG Wallet™. Support employees with timely pay access to improve engagement and satisfaction.



UKG Pro Workforce Management solutions

Global workforce management made simple. UKG Pro Workforce Management (WFM) is built for global organizations with complex workforce needs. Shift the work experience from transactional to transformational with AI-powered insights, dynamic timekeeping, and people-centric scheduling.

Timekeeping

Track time, attendance, and activity while managing exceptions and compliance with features like automated pay rules, regulatory guideline enforcement, and real-time visibility into workforce data.

Absence management

Easily manage sick leave, vacation, and more with automated tools and full visibility. Managers gain real-time insights, while employees can request and manage leave through a mobile-friendly platform. Reduce costs, improve productivity, and ensure fair absence management.



Scheduling

Balance business needs and employee preferences to achieve accurate scheduling. Optimize staffing with real-time visibility, mobile access, and AI-powered forecasting to prevent burnout and improve satisfaction.

Forecasting

Leverage machine learning (ML) to identify patterns and create accurate forecasts. Use our patented ML algorithm to drive optimized, confident scheduling for your workforce, improving both business efficiency and employee experience.

Strategic workforce planning

Accurately project future labor demand and costs to support better decision-making. Align finance, operations, and workforce planning to anticipate needs and drive business agility.

Data collection

UKG InTouch DX™ offers a modern, personalized timeclock with finger scan technology and touch-free capabilities. InTouch DX integrates seamlessly with UKG WFM solutions for accurate timekeeping and real-time employee data.

The UKG Pro suite experience

Simplify and enhance the employee experience to meet your business goals. From HR to payroll to workforce management, UKG Pro helps streamline operations and elevate the moments that matter, making your organization a great place to work.

Mobile app

Give your people easy access to critical information, whether they're at the office, in the field, or on the go. The UKG Pro mobile app provides a user-friendly experience for timekeeping, scheduling, and payroll tasks, and it's available anytime, anywhere.

Extensibility

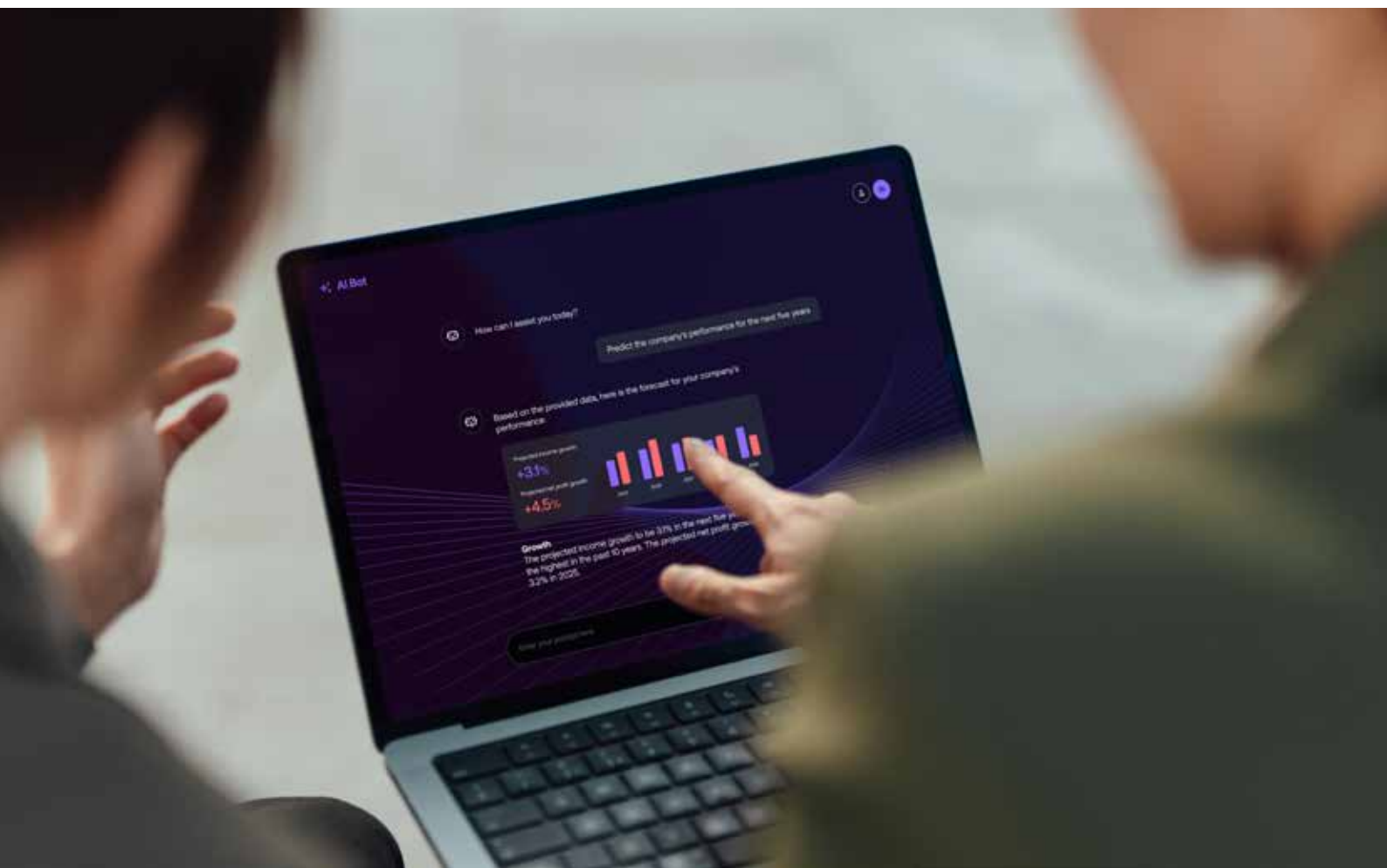
The UKG Technology Marketplace brings together a suite of solutions to seamlessly integrate with UKG Pro. From advanced features to automated processes, our vetted partners offer tools that boost return on investment and productivity — helping you get the most out of your UKG Pro solution.

Managed services

Enhance your HCM and WFM strategies with UKG's expert-managed services. From payroll and benefits to workforce management, we customize our services to improve processes, boost engagement, and optimize your business systems.

Culture-driven HCM

UKG Pro is the only people-first HCM suite that blends HR, payroll, talent, and workforce management to create a culture of trust and belonging, helping your people and business achieve extraordinary outcomes.



See why businesses like yours choose UKG Pro to empower their people

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