

The Customer

Minitab Inc.

Industry

Services

Number of Employees

320

Key Benefits

- * Achieved a range of HCM efficiencies across the organization and reduced HR headcount
- * Experienced significant business improvements with meaningful, real-time HR metrics
- * Delivered immediate, 24-7 access to employee info through self-service

“UltiPro is adding tremendous value to our business. All of our HCM reporting is so much easier. And because UltiPro is accessible to everyone in our organization, the benefits of the solution have extended beyond HR and are positively affecting the entire company.”

Jill Skipper
HRIS Manager
Minitab Inc.



Company Profile:

Minitab Inc. is one of the world's leading developers of statistical and process improvement software. Thousands of companies use Minitab software, including Toshiba, DuPont, Boeing, Royal Bank of Scotland, Nestlé, and Wyeth Pharmaceuticals. Minitab Statistical Software has been used in virtually every major Six Sigma initiative around the world and is used to teach statistics in over 4,000 colleges and universities. Minitab's Quality Companion® is used worldwide to plan and execute Six Sigma projects. Minitab Inc., headquartered in State College, PA, operates offices in the U.K., France, and Australia and has additional representatives throughout the world.

The Challenges:

Minitab had been using a payroll service bureau and a separate HR solution that it had outgrown. To manage expansion while controlling costs, the company sought a unified HR, payroll, and benefits solution with robust reporting tools and Web access for its workforce.

The Solution:

In July 2008, the software company selected UltiPro Workplace and quickly experienced significant improvements with the solution's comprehensive HCM functionality, analytical tools, and a centralized Web portal. Business results for Minitab included streamlined HCM processes, improved information delivery and availability, and enhanced services across the organization.

“UltiPro is adding tremendous value to our business,” said Jill Skipper, HRIS manager for Minitab. “Because we have automated so many employee management processes that previously required manual intervention, we now need one less person to handle the same responsibilities we had before UltiPro.”

For Skipper, who handles much of the business intelligence for Minitab, responding to requests for reports used to require compiling information from a dozen different solutions and databases.

Now with UltiPro, the information is not only in one central location, but the reports are also highly configurable in order to address demands for unique reporting.

“I use UltiPro’s reporting on a daily basis to address everything—HR compliance requirements, company asset tracking, benefits deduction analysis, employee tenure reports, and more,” said Skipper. “Today’s business leaders need access to meaningful real-time HR metrics in order to manage employees effectively. All of our HCM reporting is so much easier with UltiPro.”

Another benefit for Minitab is UltiPro’s Web access for the entire workforce. With UltiPro, Minitab’s employees can view their individual HR/payroll details as well as direct deposit selections, the schedule of upcoming pay dates, and instructions for adjusting tax withholdings.

“Whenever they need something, our employees can quickly get information without disrupting their daily workload. This kind of benefit to our workforce is important to employee satisfaction, productivity, and efficiency,” said Skipper.

Minitab has also discontinued printing direct deposit advices because employees can see their fully secured paycheck details from their homes or offices.

Building on its success with UltiPro, the software developer has begun using UltiPro’s feature set for recruitment to automate its processes for talent acquisition and applicant management.

“Because UltiPro is accessible to everyone in our organization, the benefits of the solution have extended beyond HR and are positively affecting the entire company,” said Skipper.