

Jockey International

Enhances HR Management with Ultimate Software's UltiPro®



Company Profile:

Jockey International, Inc. is a privately held company, founded in 1876. The company is a leading manufacturer and marketer of apparel products sold in major department and specialty stores in more than 120 countries around the world.

With headquarters in Kenosha, Wisconsin, Jockey is committed to quality, comfort, fashion, and innovation.

The Challenges:

Before UltiPro, Jockey International wanted to strengthen and streamline its HR functions. Only a few of the company's employees could run business intelligence reporting, and hiring was a lengthy, manual, paper process.

When the agreement with its previous service bureau provider was nearing expiration, Jockey International began to research a mix of other vendors for a better solution.

The Solution:

Jockey International selected Ultimate Software's UltiPro with SaaS delivery because of its greater functionality and end-to-end capabilities for HR management.

Since going live on UltiPro in January 2008, Jockey's HR team has used UltiPro's reporting for faster business insight and more informed planning, created efficiencies by automating its processes for talent acquisition, as well as streamlined and upgraded its HR processes significantly without burdening its IT team.

Executives and managers now can quickly access facts related to human resources, payroll, benefits, compensation, compliance, year-end figures, and more in order to create, modify, and distribute workforce-related reports.

UltiPro ships out-of-the-box with a data mapping library as well as pre-authored reports and analytics so customers like Jockey can immediately begin using decision-making tools.

"UltiPro's reporting is incredible. We already have HR employees who are generating reports on their own without assistance because UltiPro is so intuitive," said Janet Cooper, director of corporate staffing and compensation for Jockey International.



The Customer

Jockey International

Industry

Manufacturing

Number of Employees

1,500

Key Benefits

- Rapid access to business intelligence and workforce analytics
- Automated reporting to hiring and EEO
- Upgraded HR processes without burdening IT

"It is so important to get the details we need quickly, without having to wait in line for a report that only a few people can create. With UltiPro, our HR team can compile metrics and deliver the results to executives much faster than when we were using a payroll service bureau."

Recruitment was another process that Jockey wanted to expedite. Previously, hiring procedures required human resources to print and distribute resumes and applications to an interview team. This team, dispersed throughout the country, communicated with each other using forms and phone calls until a candidate was selected.

Today, Jockey's process is executed electronically with UltiPro. Hiring managers can go online to review applications at their convenience, and communication is consistent because responses and questions are automatically routed by email to the appropriate people without paper and without delay.

"UltiPro was a huge win for us by removing the paper flow from our recruitment process that was previously performed manually," said Cooper.

"With UltiPro's feature set for recruitment, not only have we cut our use of paper considerably, but we also have improved the Equal Employment Opportunity (EEO) reporting that is required for us as a federal contractor. We now collect EEO facts with UltiPro as candidates apply. UltiPro's recruitment feature is a real enhancement for us, and we have just begun to see the business benefits."

UltiPro's recruitment is one feature set of an entire Web-based talent management solution that is available online to Ultimate's SaaS customers.

With SaaS, Ultimate handles all IT responsibilities associated with UltiPro, including upgrades, backups, equipment, maintenance, and more.

"Ultimate Software's SaaS solution gives us the balance we were looking for—complete control over our processes and information without worrying about the IT side of the software," said Cooper.

"With UltiPro, there is no more keeping our fingers crossed when we initiate a process or build a report. We know we can get what we want, and it will be accurate."



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CALL US: 1.800.432.1729
www.ultimatesoftware.com