

Kawasaki Motors

Enhances Human Capital Management with UltiPro®



Company Profile:

Kawasaki Motors Corp., U.S.A. (KMC) markets and distributes Kawasaki motorcycles, ATVs, side x sides, and Jet Ski® watercraft through a network of almost 1,200 independent retailers, with close to an additional 7,400 retailers specializing in general purpose engines.

The Challenges:

California-based Kawasaki Motors found itself using multiple solutions, systems, and processes for human resources, payroll, and talent management. Part of the company was using payroll service bureaus while other areas of the business were relying upon spreadsheets and manual processes. In order to achieve efficiencies, unite the company's HR information, elevate people management, and better service Kawasaki Motors' mobile workforce, the company selected Ultimate's UltiPro and went live in January 2015.

The Solution:

"Our first payroll was flawless and the transition was seamless for employees. Our feed to benefits providers and finance went perfectly," said Tom Porter, director of HR administration for Kawasaki Motors. "UltiPro has proved to be a strong payroll solution. For instance, with our prior vendor, we had limited pre-check audits available for payroll making it quite a challenge, and sometimes there were surprises. UltiPro's payroll capabilities are far superior."

One of Kawasaki Motors' main business initiatives with UltiPro has been to have one solution for payroll, benefits, time management, and talent management. With one solution for HCM, Kawasaki Motors' leadership is delivering efficiencies, elevating its ability to recruit and retain talent, and providing an improved employee experience. According to Porter, with UltiPro for recruiting and onboarding, people are exposed to a better first impression of the company. With UltiPro Recruiting, candidates applying for work online can use the "Discover Your Potential Tool" to identify the best open positions for them and submit online from their PC, tablet, or smart phone.

"We love that UltiPro considers the employee experience so much in its design. It shows. It's an intelligent design that is easy to use and delivers a good solution to everyone who uses it throughout the employee life cycle," said Porter. "With one solution for our human capital management, we are already seeing improvements and efficiencies. It's great that after an employee is hired in UltiPro Recruiting, the information that has been collected

Ultimate
SOFTWARE
People first.

The Customer

Kawasaki Motors Corp., USA

Industry

Retail/Wholesale

Number of Employees

1,800

Key Benefits

- Improved payroll auditing and reporting result in improved data integrity
- Consolidated HCM, including UltiPro Recruiting, provide improved employee experience and efficiencies
- Ultimate's focus on partnership, customer service, and training provide the support needed to drive success

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With employees distributed across offices and in remote locations, it was important for Kawasaki to find a system that its employees could use with little training. Ultimate designs its products with the needs of end-users in mind—both administrators and employee users.

“The ease of operation within the UltiPro platform is amazing. Adoption is very high and employees love the access from anywhere, at any time,” said Porter. “Ultimate’s focus on people first in the software design process helps our employees focus on work rather than managing an HR solution. There is an undercurrent of total excitement about having UltiPro as our single source of employee information.”

Ultimate’s focus on people also extends to its services. “We have been very impressed with the quality of Ultimate’s customer service. When we have any questions, they are answered very fast, usually immediately. That kind of response is valued beyond measure,” said Porter. “Our experience with other providers was quite different so this has been a wonderful improvement for our team. We wanted one vendor for everything HR, and we found it with UltiPro.”



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Director of HR Administration
Kawasaki Motors Corp., USA

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