

UKG Ready
Release 103 Highlights

Explore what's new
by clicking a section below:



Cross-Suite

Workforce
Management

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Release Resources

UKGTM Ready

January 2026

Release Highlights

Release 103





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Modal and Theming
Improvements

Checklist Improvements

Cross-Suite

Get a Sneak Peek of:

Core

Security User Enhancements

Experience

UKG Beacon™

UKG Ready Document Manager

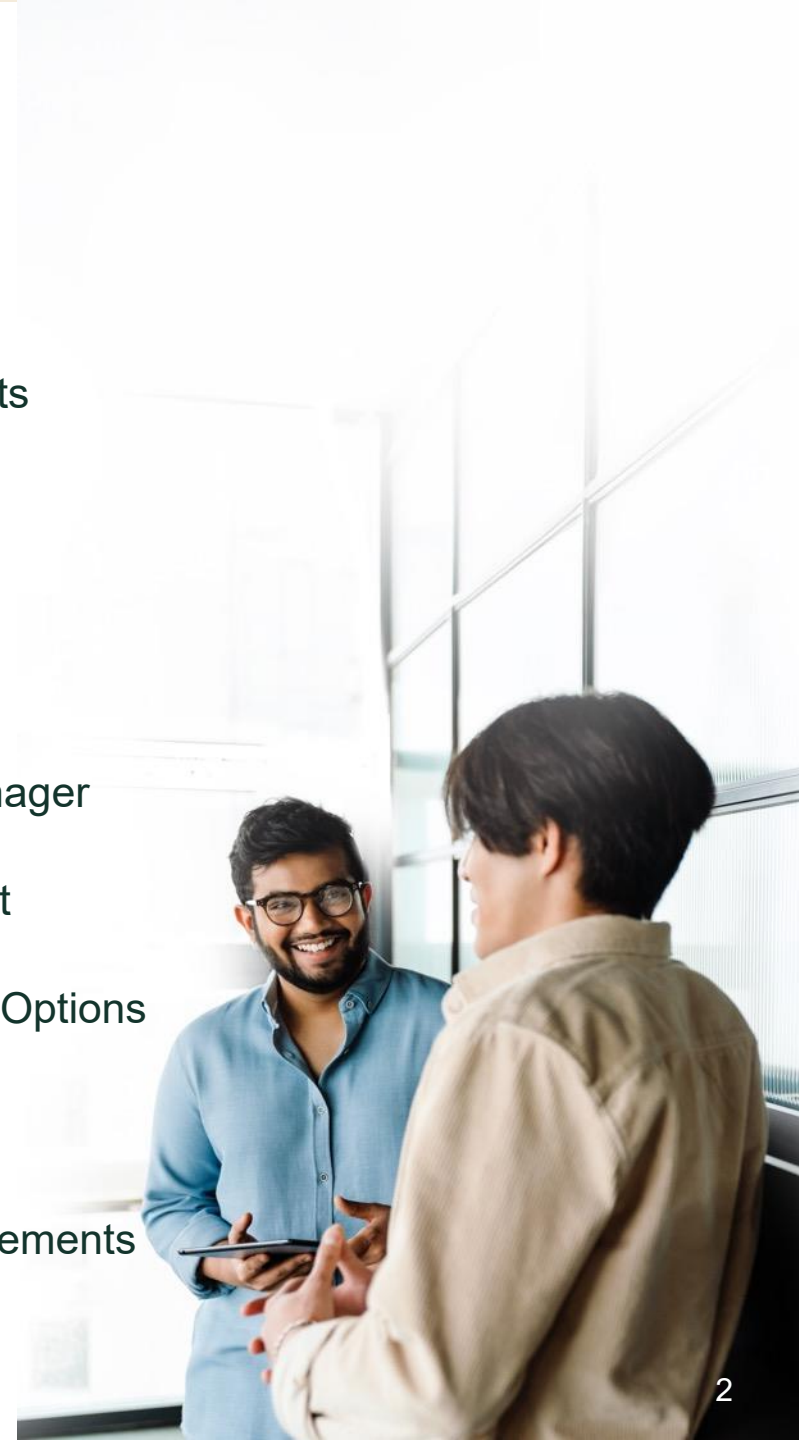
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Cross-Suite – Core

Security User Enhancements

ON

Feature
Delivered



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To improve security and ease burden on company/system administrators the following security enhancements have been made:

- Provide employees the ability to unlock their account when it has been locked due to an invalid password or two-factor authentication code
- OAuth Permission consent is automatically removed from an employee profile upon termination
- Share reports directly with OAuth accounts as opposed to the entire organization



UKG Beacon

Explore what's new
by clicking a section below:

OFF Feature
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Customer
Idea

Cross-Suite

Security User Enhancements

Introducing UKG Beacon™ – our new rewards and recognition platform. UKG Beacon brings recognition, rewards, and insight together in one seamless experience integrated within your solution. This new offering will help your organization build a culture of appreciation that supports both employee retention and engagement.

Functionality available within UKG Beacon includes:

- Reward store
- Social newsfeed
- Recognition and nomination capabilities (ex. Employee of the month)
- Idea submissions

Workforce
Management

UKG Beacon



Additional Feature Resources

[Watch now: Product Spotlight video](#)

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Important: UKG Beacon is an add-on that requires an additional cost. If you are interested in adding UKG Beacon to your solution, please visit our [Rewards and Recognition page on ukg.com](#) or reach out to your account manager.



UKG Ready Document Manager

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Store and manage all Employee Documents and Forms in a single location with UKG Ready Document Manager. This centralized hub provides managers and admins with:

- A single location for documents
- Document locking
- Mass Export functionality
- Enhanced Data Retention
- E-Signature compliance



Additional Feature Resources

[Watch now: Product Spotlight video](#)

Important: UKG Ready Document Manager is an add-on that requires an additional cost and will be available in the weeks following the release. If you are interested in adding UKG Ready Document Manager to your solution, please navigate to Solutions Exchange in the UKG Ready solution or reach out to your account manager.



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Quarterly Feedback Surveys Opt Out

OFF Feature
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A new setting within Company Setup will allow admins the option to set participation preferences for quarterly user feedback and reward-based surveys. Organizations are automatically opted in.

For more information on the quarterly feedback survey, navigate to the Providing Feedback to the Product Team section on the [UKG Ready Release Readiness](#) page.

To opt out of the Quarterly Feedback surveys in your UKG Ready solution, go to...



and uncheck the boxes for either Quarterly SUS Survey Opt In and/or Reward Based Survey Opt In



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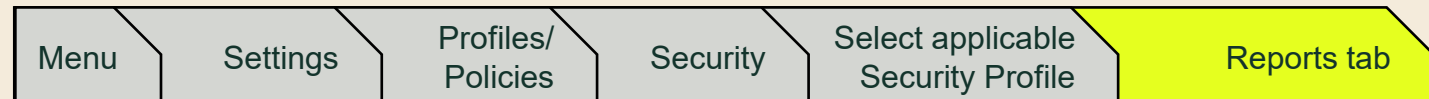
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 Customer
Idea

A new filtering option within My Saved Reports will allow users to list all views found across the organization, including those not shared. Users will also have the option to change shared and company-wide views to change the ownership to themselves. These features can be turned on within the applicable Security Profiles.

Important: These reporting updates will be available in the weeks following the release and will be rolled out in a phased approach. For more information on when this will be available, please follow the [UKG Ready \(Announcements\)](#) group in the UKG Community™.

To turn on the permissions in your solution, go to...



and select the All Company Employees and Can Change A View's Ownership To Themselves next to My Saved Reports.



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HR Actions Modernization



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Customer
Idea

As part of bringing a modern experience to the UKG Ready solution, new structural changes are coming to the HR Actions screens. These changes will help improve the employee and manager experience. Once applied, changes will be reflected in the following areas:

- Refreshed Available, Open, Submitted tabs with improved UI and listings scalability
- New columns in the All HR Actions Requests report including Date Completed, Workflow Name, and Notes
- Ease of navigating between groups in Checklists
- Enhanced navigation for grouped HR Actions new progress bar, and last updated info
- Improved user information in the header
- Instructions can now be added to each group



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Modernization – Modal and System Theming

ON

Feature
Delivered



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To continue bringing a modern experience to the UKG Ready solution, new visual changes are coming to the user interface. Once applied, changes will be reflected in the following areas:

- **Modal Improvements:** Updates to the progress bar and expiration to include styled icons and more intuitive and contextual actions.
- **System Theming:** Additional theming colors for users with expanded color palette and customization are now included as options within system theming (Light mode).
- **Page Loaders:** New skeleton loaders in high-traffic areas such as Dashboards, Reports, and Card Components help reduce the perceived wait time and improve overall satisfaction.



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Checklist Improvements

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To continue modernizing the Checklist experience, new visual and structural changes will be introduced based on customer feedback. Once applied, the changes will be reflected in the following areas:

- Checklist Landing screen will now have the Mark as Complete and Reset icon buttons in the Manager Self-Service (MSS) view
- Checklist Landing screen will now have the option to add Notes in the MSS view
- User context will now be visible on the Checklist Item screen
- Custom Form Image view is now repositioned above the Web Form for all new and submitted Custom Forms





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Group Punch Enhancements

Annualization and
Modulation Enhancements

Automatic Hourly Pay Grade
Progression

New Scheduling Experience

Schedule Cost at Employee
Level

Get a Sneak Peek of:

Timekeeping

Group Punch Enhancements

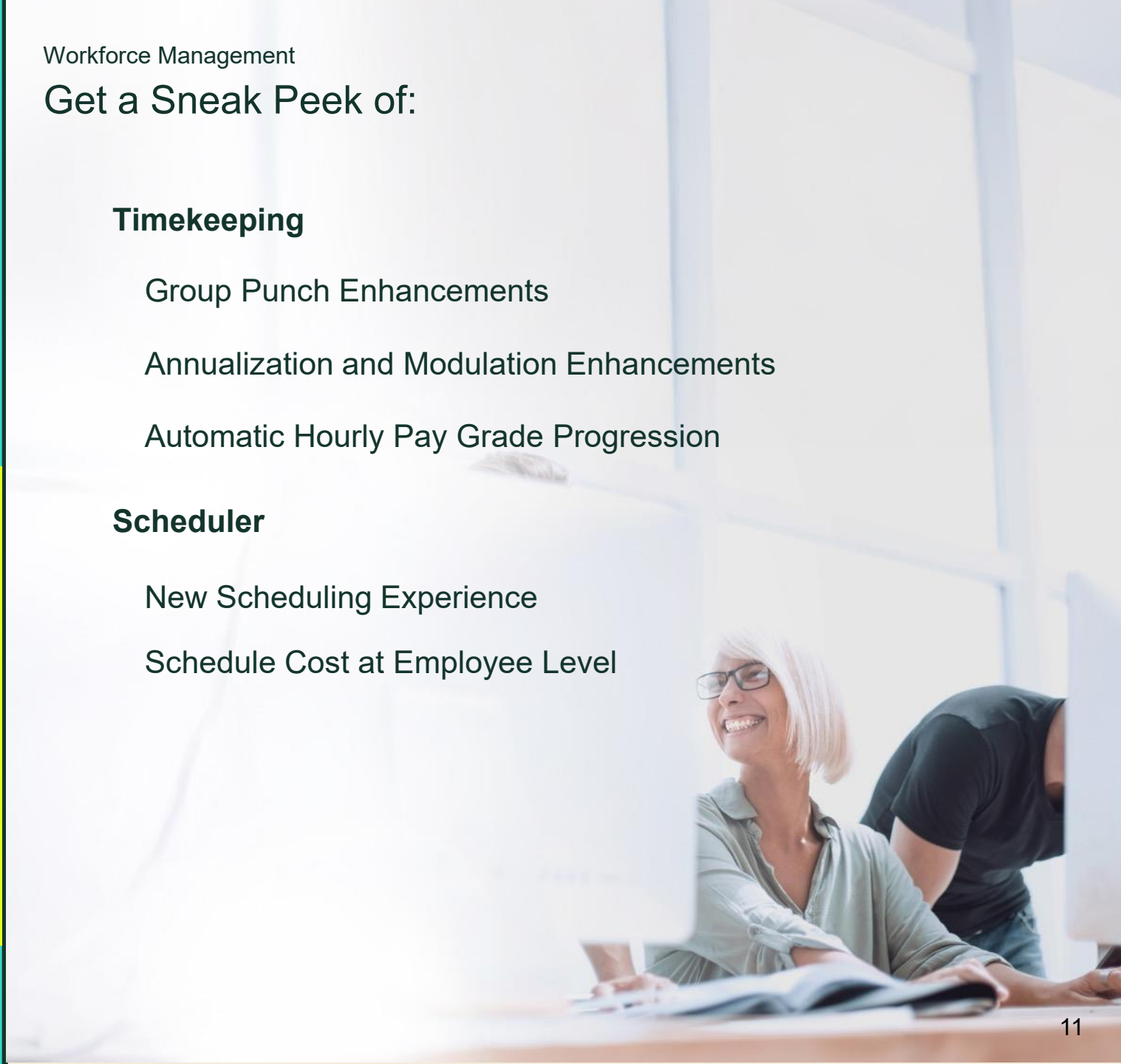
Annualization and Modulation Enhancements

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Scheduler

New Scheduling Experience

Schedule Cost at Employee Level





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Group Punch Enhancements

ON Feature
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 Customer
Idea

In R102, the Group Punch functionality was released. In this release, new enhancements will be added to display configured Cost Centers and apply filters based on Cost Center, EIN, and advanced filter criteria.



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Annualization and Modulation Enhancements

ON Feature
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 Customer
Idea

Two new enhancements to the Annualization and Modulation will be available.

- A new source counter that includes all relevant hour types in the calculations
- The option to choose when overtime is calculated based on daily, weekly, or the end of the pay period to match requirements.



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Automatic Hourly Pay Grade Progression

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 Customer
Idea

A new PayCalc rule will be added to dynamically calculate and apply an employee's hourly pay rate based on the total number of hours worked during a specific timeframe and automatically update the Pay Grade Step when the defined thresholds are met.

Note: This new rule applies only to PayCalc 2, and use of the Pay Grade functionality in UKG Ready HR is required.



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New Scheduling Experience

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Delivered

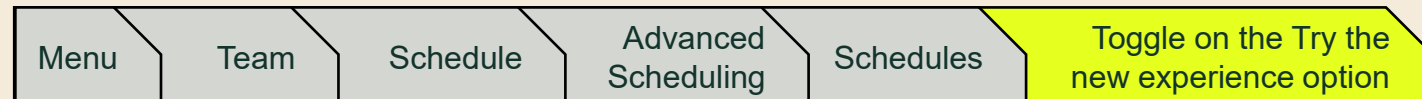


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A new scheduling experience will be available to simplify the creation and maintenance of schedules. New features and updates to the scheduling experience include:

- A new Scheduler Home landing page will feature a redesigned page layout to help simplify the scheduling experience and provide a user-friendly navigation experience. Schedule administrators and managers can easily navigate between schedules, create schedules from scratch or templates, and access scheduler settings.
- Scheduled Cost Centers and Skills are no longer required when setting up schedules.
- Period-to-period schedule creation and navigation will be available.

To turn on this new experience in your UKG Ready solution, go to...



Note: The Try the new experience toggle has been moved from the View by Week schedule view to the new Scheduler Home page and will now encompass the full experience.



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New Scheduling Experience

Schedule Cost at Employee
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Schedule Cost at Employee Level

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Employee-level cost visibility will be added to the schedule views, allowing managers to review the costs associated with each employee's scheduled day.





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▶ Payroll

Nacha Operating Rules-
ACH Descr for Vendor
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Get a Sneak Peek of:

Nacha Operating Rules- ACH Descr for Vendor
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Nacha Operating Rules-
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Nacha Operating Rules- ACH Descr for Vendor Payments

ON

Feature
Delivered



USA

A new validation to the ACH Descr for Vendor Payments field when the vendor payment is going to an employee-owned bank account (those Vendors listed as ACH – Employee Level as the Payment Type) will be available. The Default Status ACH Descr field will be added to ensure the first 7 characters are "PAYROLL". This field will be automatically updated for all companies. Additional characters are allowed, as long as the first 7 characters are "PAYROLL".





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First Day Widget

Automatic Hourly Pay
Grade Progression

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Get a Sneak Peek of:

HR Core

First Day Widget

Automatic Hourly Pay Grade Progression





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First Day Widget

Automatic Hourly Pay
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First Day Widget

ON

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Customer
Idea

A new First Day Widget has been added as an available Dashboard Widget option. The First Day Widget provides a personalized, single-view summary of a new hire's first-day essentials, including their schedule, manager contact information, work location, and more, to help reduce first-day friction.





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First Day Widget

Automatic Hourly Pay
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HR – Core

Automatic Hourly Pay Grade Progression

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Feature
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Customer
Idea

For those who use UKG Ready Timekeeping with PayCalc 2, a new PayCalc rule will be added to dynamically calculate and apply an employee's hourly pay rate based on the total number of hours worked during a specific timeframe and automatically update the Pay Grade Step when the defined thresholds are met.

Note: This new rule applies only to those who use UKG Ready TLM with PayCalc 2.





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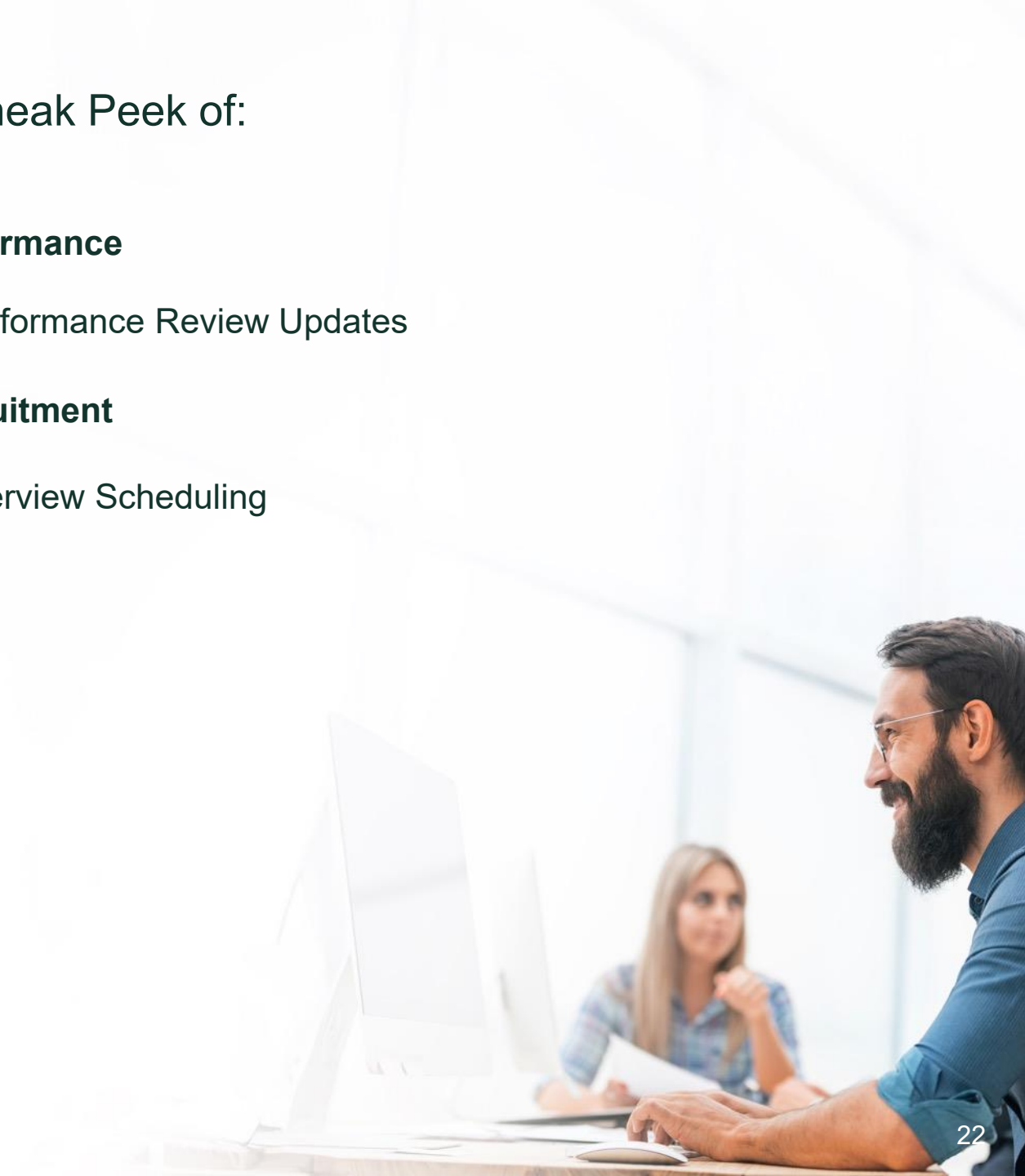
Get a Sneak Peek of:

Performance

Performance Review Updates

Recruitment

Interview Scheduling





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Performance Review Updates

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Customer
Idea

Several new enhancements will be available within the Performance Review functionality.

- **Performance Review Labeling:** Updated labeling of scheduled dates will be available so the Schedule Date field is consistent across reports and performance reviews to eliminate confusion around when a review is scheduled after the evaluation period ends versus the date it must be completed by.
- **Copy a Goal:** Copy a goal from one review cycle to the next with our new goal copying functionality and use goals year over year.
- **View Performance Review Button:** The View Performance Review button has been removed from view except on the Create Goals and Collect Notes steps of the performance review to eliminate employee confusion.
- **Goals across multiple Review Periods:** A new setting will be added to Company and Personal Goals that will allow users to carry over goals across review cycles. Additionally, a new setting will be added to Company Goals to finalize and re-create goals.





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Interview Scheduling

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Idea

 Bryte AI
Feature

A new option for Applicants to schedule their self-interviews via Microsoft Outlook will be available. The self-scheduling functionality will provide suggested availability, standardized notification templates, and auto-generate virtual meeting links, location, or phone details.

Note: This feature will only be available through an integration with Microsoft. We are reviewing the option to integrate with Google in a future release.

 **Additional Feature Resources**
[Watch now: Product Spotlight video](#)

Important: This feature is part of the Bryte AI for Ready add-on that requires an additional cost. If you are interested in adding Bryte AI for Ready to your solution, please reach out to your account manager.



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All Release
Readiness Resources

Release Resources

Explore all our Release Readiness Resources!



[UKG Ready Release Readiness Page](#)



[UKG Ready Release Spotlight Video](#)



readyConnect Panel (in product)



Release Notes (in product under ***My Info > Help > Online Documentation***)

Note: These are only some of the features being delivered in November; for details on everything included in the release, check out the November Release Notes.

