Supporting a Global Workforce in Manufacturing

PeopleSpheres
The People Platform

Overview

After several years of international growth in Europe, Asia and South America, a leading US manufacturing company finds itself in need of an HR solution to gain the visibility they need to manage its global workforce. While their North American workforce data was already centralized in a single system, they had no visibility to their independently operated counterparts overseas. To better meet employee needs across multiple geographies, their CHRO set out to find a flexible, cost-effective, and customized solution.

Challenges

The main predicament was finding a solution that was flexible enough to effectively manage global business processes while meeting country-specific requirements.

▶▶ Gain visibility to data and reporting for each location

▶▶ Ability to effectively manage global compensation across the organization

▶▶ Visibility to manage entire contingent workforce in one place

▶▶ Ability to customize system functionality to meet local needs

▶▶ Reduce costs to stay competitive in a ruthless industry

▶▶ Adhere to varying legal regulations (including GDPR compliance) across eight different countries

▶▶ Find a solution that supports their six languages of operation but at the same time maintains local expertise for each location

PeopleSpheres Solution
ACTIONABLE RESULTS

▶▶ Implemented a global platform by integrating existing systems which were each tailored to meet country-specific needs

▶▶ Eliminated redundancies across existing tech stack

▶▶ Consolidated data from multiple systems including compensation and contingent workforce data

▶▶ Highly customizable permissions were configured to give access to the right data and tools to the right people

▶▶ Deployed six different languages within the platform while keeping country-specific systems and functionality

▶▶ Leveraged country-specific expertise to customize business processes and employee experiences in the platform

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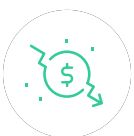
Saved IT Costs
by reducing the number of systems used and resources required to maintain HR systems

Optimized Labor Costs
thanks to increased visibility to contingent workforce and compensation data

Increased Data Security
and achieved GDPR compliance by making data accessible on a secure platform

Saved Time
by spending less time on global reporting and information sharing across geographies

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Ask for a demo at: https://peoplespheres.com