

5 benefits of a global HR strategy

How to overcome the challenges of managing a multinational workforce with technology

Despite the pandemic, 45% of US businesses are currently expanding globally or plan to within the next year. Here are five benefits you can expect from a global HR strategy.

Free yourself from time-consuming admin, onboard effortlessly, and manage your global

1. Automation and consistency

workforce effectively with HR automation.



50%

automated by 2025

50% of work tasks will be

Yet just 27% of HR and People leaders Sage People surveyed before the pandemic, said they were using an automated global cloud HR system¹

18%

cloud HR system like Sage People²

Cut admin by 18% with a global

Combine scale and agility to optimize your people management across borders, with easy configurability.

2. Flexibility for local variation

Just 29% of HR leaders say they're currently organized for

speed, agility and adaptability¹

Sage People supports 20 different languages

Sage People supports unlimited currencies globally

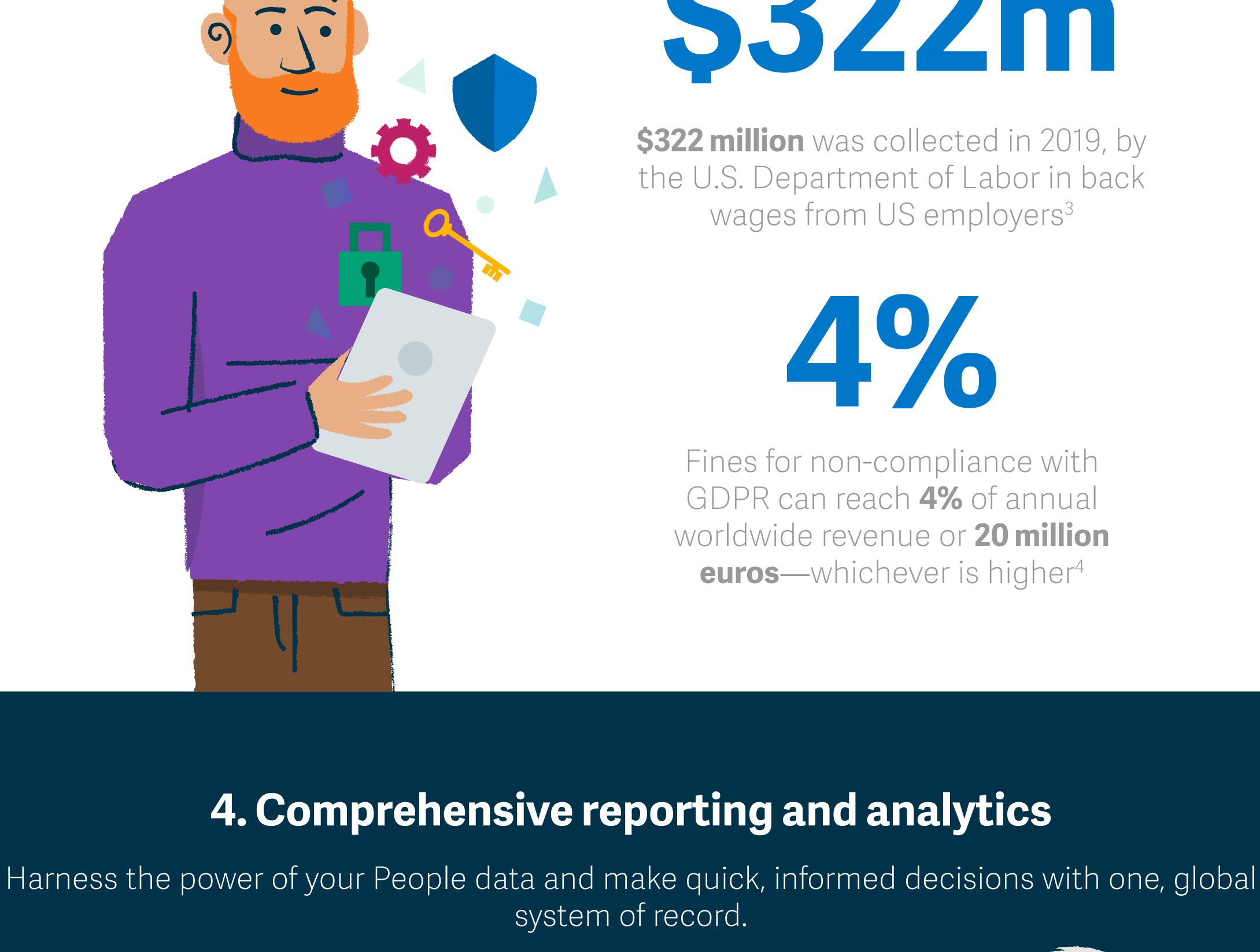


compliance tracking and one central system.

3. Manage compliance locally from one, global system

Take the headache out of manually managing multiple regulations with automated

S322m



the U.S. Department of Labor in back wages from US employers³

\$322 million was collected in 2019, by

Fines for non-compliance with

worldwide revenue or 20 million euros—whichever is higher⁴

GDPR can reach 4% of annual

Just a third of HR leaders say they currently have one system of record¹



people decisions based on data¹



40% 48%

40% of HR leaders say 48% plan to use cloud 78% of employees cloud HR has been very HR to drive employee said great workforce experiences in the next experiences boost effective at improving

12-24 months¹

with some help from technology Based on interviews with Sage People customers, Forrester set out the costs and ROI of deploying Sage's HR and People system. Forrester created a composite organization, called Acme, to illustrate the quantifiable benefits and

employee experiences¹

Managing a multinational workforce

costs of investing in Sage People.2

productivity¹

33% reduction in time-to-hire

Acme saves 4 hours of labor per candidate,

resulting in a 33% reduction in time and

effort with Sage People

Over \$2million in savings

Acme experienced a three-year,

risk-adjusted savings, totaling \$2,092,243

90% ROI over three years

Acme experienced a ROI of 90%

over three years

Acme was able to reduce the time spent on repetitive HR admin by 18% annually

18% reduction in HR admin

Take a tour of Sage People

² https://www.sageintacct.com/hr-and-people-management/forrester ³ https://www.dol.gov/agencies/whd/data ⁴ https://www.privacyshield.gov/article?id=European-Union-Data-Privatization-and-Protection

¹https://www.sageintacct.com/hr-and-people-management/face-of-change