

5 benefits of a global HR strategy

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

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



1 Automation and consistency

Free yourself from time-consuming admin, onboard effortlessly, and manage your global workforce effectively with HR automation.

50%

50% of work tasks will be automated by 2025

27%

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%

Cut admin by 18% with a global cloud HR system like Sage People²

2 Flexibility for local variation

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

29%

Just 29% of HR leaders say they're currently organised for speed, agility and adaptability¹

20

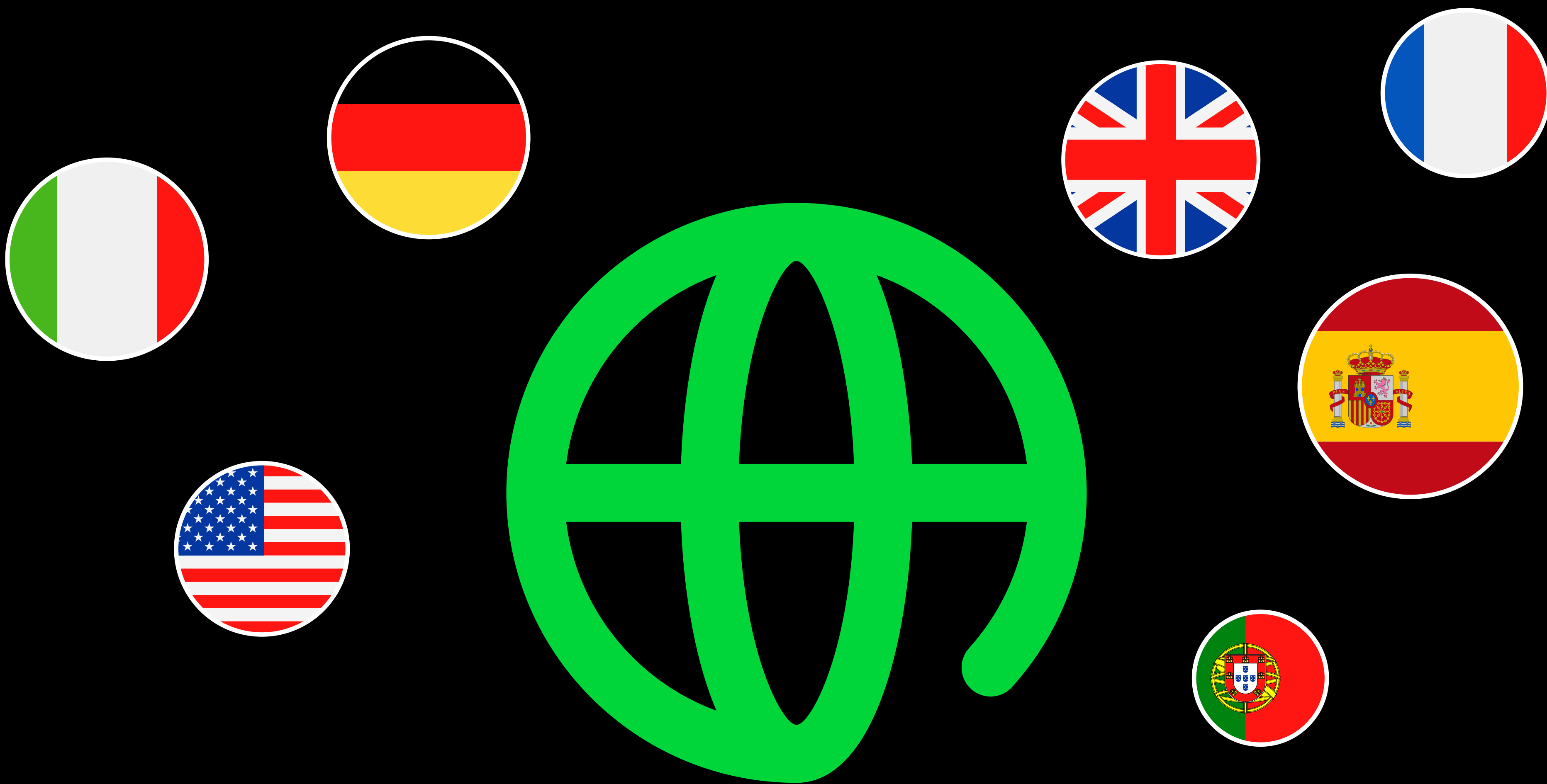
Languages

Sage People supports 20 different languages

180+

currencies

Sage People supports **unlimited** currencies globally



3 Manage compliance locally from one, global system

Take the headache out of manually managing multiple regulations with automated compliance tracking and one central system.

250+

employees

Organisations with 250+ employees must keep clear, accessible records of their data processing activities³

4%

Fines for non-compliance with GDPR can reach 4% of annual worldwide revenue or 20 million euros—whichever is higher⁴

4 Comprehensive reporting and analytics

Harness the power of your People data and make quick, informed decisions with one, global system of record.

33%

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

40%

Less than half of HR leaders are making people decisions based on data¹

5 Better digital employee experiences

Create world-class, personalised employee experiences your employees will love, no matter where they're based.

40%

40% of HR leaders say cloud HR has been very effective at improving employee experiences¹

48%

48% plan to use cloud HR to drive employee experiences in the next 12-24 months¹

78%

78% of employees said great workforce experiences boost productivity¹

Managing a multinational workforce 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 organisation to illustrate the quantifiable benefits and costs of investing in Sage People.²

108%
ROI over three years

Over **£551,000** saved

Cost savings of over **£551,184** with workforce experience improvements. The organisation was able to make savings as a direct result of workforce experience improvements.

93%

Over **£1.3m** in savings

The organisation experienced a three-year risk-adjusted savings totaling **£1,329,782**.

93% reduction in time taken to produce dashboards. The organisation was able to produce monthly dashboards in only two hours, instead of four days, prior to Sage People.

Take a tour of Sage People

Sources
 1 <https://www.sage.com/en-gb/sage-business-cloud/people/resources/research-analyst-reports/the-changing-face-of-hr-research-report/>
 2 <https://www.sage.com/en-gb/sage-business-cloud/people/resources/research-analyst-report/>
 3 <https://www.cipd.co.uk/knowledge/fundamentals/emp-law/data-protection/factsheet>
 4 <https://www.privacyshield.gov/article?id=European-Union-Data-Privatization-and-Protection>



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