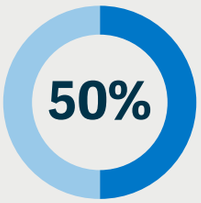
5 benefits of a global HR strategy

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

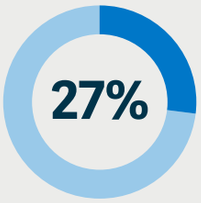
Despite the pandemic, **45%** of businesses are currently expanding globally or plan to within the next year. Here are five benefits you can expect from a global HR strategy.

1. Automation and consistency

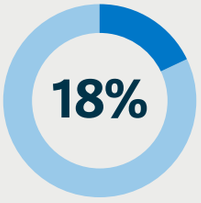
Free yourself from time-consuming admin, onboard effortlessly, and manage your global workforce effectively with HR automation.



50% of work tasks will be automated by 2025



Yet just **27%** of HR and People leaders Sage People surveyed before the pandemic, said they were using an a utomated global cloud HR system[1]



Cut admin by **18%** with a global cloud HR system like Sage People[2]

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 adaptability[1]

20

Sage People supports **20** different languages

180+

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+

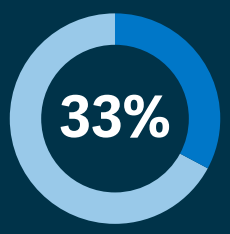
Organisations with **250+ employees** must keep clear, accessible records of their data processing activities[3]

4%

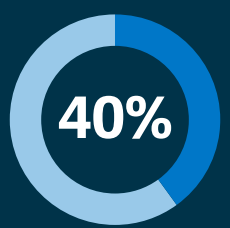
Fines for non-compliance with GDPR can reach **4%** of annual worldwide revenue or **20 million euros**—whichever is higher[4]

4. Comprehensive reporting and analytics

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



Just a third of HR leaders say they currently have one system of record[1]



Less than half of HR leaders are making people decisions based on data[1]

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 experiences[1]

48%

48% plan to use cloud HR to drive employee experiences in the next 12-24 months[1]

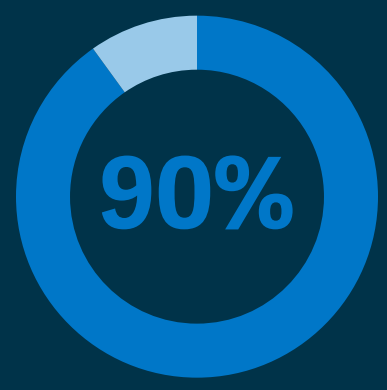
78%

78% of employees said great workforce experiences boost productivity[1]

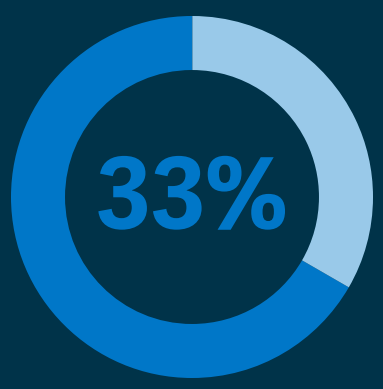
Managing a multinational workforce with some help from technology

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, called Acme, to illustrate the quantifiable benefits and costs of investing in Sage People.[2]

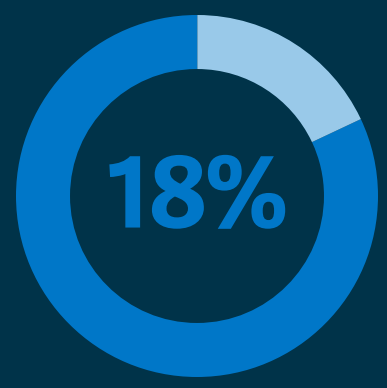
Over $2million in savings
Acme experienced a three-year, risk-adjusted savings, totaling **£1,702,458**



90% ROI over three years
Acme experienced a ROI of **90%** over three years



33% reduction in time-to-hire
Acme saves 4 hours of labour per candidate, resulting in a **33%** eduction in time and effort with Sage People



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

Take a tour of Sage People

[1] https://www.sage.com/en-gb/sage-business-cloud/people/resources/ebooks/the-changing-face-of-hr-research-report

[2] https://www.sage.com/en-gb/sage-business-cloud/people/resources/research-analyst-report

[3] ttps://www.cipd.co.uk/knowledge/fundamentals/emp-law/data-protection/factsheet

[4] ttps://www.privacyshield.gov/article?id=European-Union-Data-Privatization-and-Protection

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