Success Story

Gett moves its HR function up a gear with Sage People

Sage People gives leading Ground Transportation Management platfrom flexibility and visibility to transport its HR into the future



Gett is the leading Ground Transportation Management (GTM) platform, serving more than a quarter of the Fortune 500. It's cloud-based technology organises corporate fleet, ride-hailing, taxi, and limo providers in one place, optimising the entire experience from booking and riding, to invoicing and analytics, to save businesses time and money.

Gett launched one of the first-ever on-demand corporate travel services in 2010. The idea seems so obvious now, but just a decade ago it was pretty revolutionary.

Key outcomes

- Streamlined onboarding & offboarding process with automated emails to internal stakeholders
- Smooth easy integration with Okta, IT systems and HR tools
- Ability to configure the software for local and global HR needs

Sage

Company
Gett

Location
United Kingdom

Industry
Technology & Software

Sage Products
Sage People

Gett.

About Gett
Gett is the leading Ground Transportation Management (GTM) platform, serving more than a quarter of the Fortune 500.



A global solution for a global business

As Gett began to expand its on-demand services and move into new markets, it realised its current HR processes and systems weren't sustainable to meet its long-term growth plans.

"We were on a search for the best HR platform that could support all of our needs," says Keren Bizan, Global Organizational Design and HR Manager at Gett. "As we operate in more than one country, we wanted a flexible HR platform that we could customise and adjust to meet both our global and local needs," she says.

Keren says they reviewed many different platforms and were delighted when they discovered Sage People as it looked set to "tick all the boxes we need."

"We use Salesforce throughout our organisation and absolutely love it, so to discover Sage People is built on the Salesforce platform was a big benefit for us. It was also exactly the kind of cloud-based solution we were looking for; it had the flexibility we wanted to tweak and customise the system ourselves, which means we don't have to rely on external consultants all the time," explains Keren.

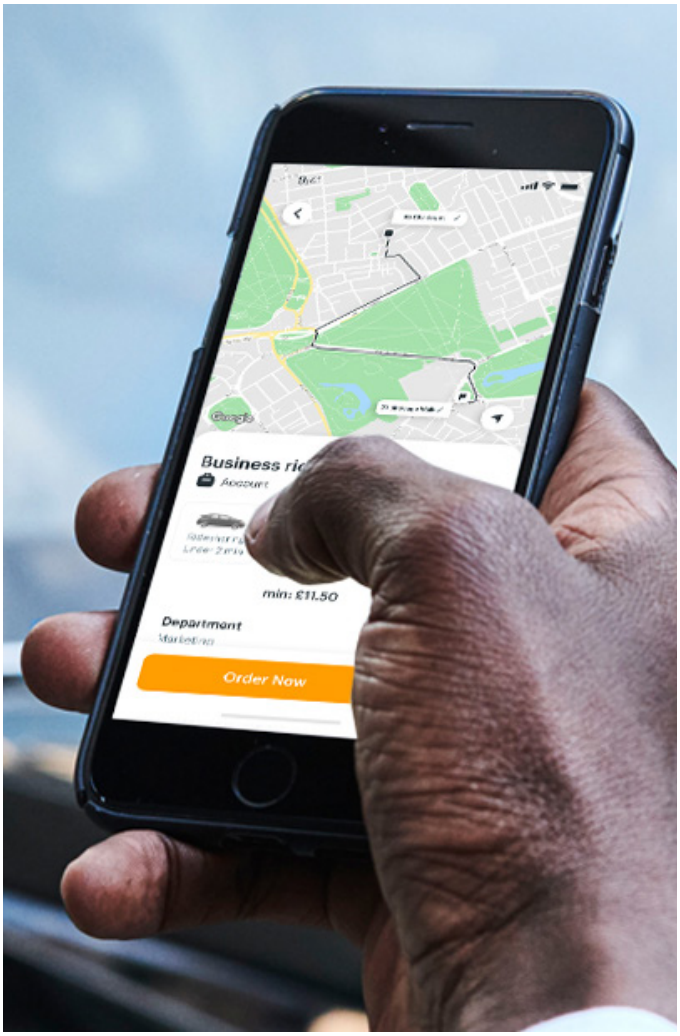
Fully customisable to match Gett's unique requirements

The ability to adapt and make changes to Sage People directly has helped the business launch its new flexible work programme — Gett Flexi — which enables employees to choose how many extra vacation days they would like to have and how they want to split their working week between working remotely and spending time in the office.

"We needed a platform that could support all of this additional employee data. Sage People has enabled us to create and customise a 'Gett Flexi' field for capturing all of this," says Keren.

The HR and People team have also been able to cut HR admin and customise HR procedures across the organisation, to create a more streamlined approach.

"We've customised Sage People according to the unique Gett culture and geographical makeup, we see this reflected in approval flows, email templates and onboarding," she says.



A benefit of Sage People is the ability to easily filter through reports.

A single source of truth

Being a global cloud HR solution, Sage People pulls all of Gett's HR and People data into one trusted, secure system that is always up to date.

"Sage People gives us full visibility of our People data across the whole organisation, and we know that it is interacting and working with all our other company systems in the best and most accurate way," says Keren.

Along with the integration with Okta, Sage People also integrates effortlessly with Gett's IT systems and other HR tools across the business, such as its employee feedback and performance tool, distribution lists, and more.

"Sage People has become our master people data index. It is much easier to manage all of our data within Sage People than previous systems and processes we have used; it is reliable and gives us more control," she adds.

Powerful visual reporting at the touch of a button

Keren gives high praise to the reporting capabilities within Sage People, explaining Gett can create and build almost every type of report they need, using Sage People. The ability to easily filter, group and "play with reports" herself without needing the support of IT or Sage is a massive plus.

"I love the reporting within Sage People, particularly being able to 'subscribe' stakeholders outside of the HR team to receive specific reports. I'd say on average Sage People has reduced the time it takes to compile our core reports from weeks to days," says Keren. Typical report requests from the c-suite include headcount reports, current open resource needs, and compensation.

Using the reports, Keren has been able to make the data more available and accurate when sharing it with internal stakeholders. "Whether it's for our finance team, security, payroll, Chief of People or HR business partners, we can customise and easily pull together data fast and share with the relevant stakeholder. The ability to also use the dashboards, adds the option to share data in a visual way, which makes it quicker and easier to support our internal stakeholders with insights," she adds.

Fast implementation and great ROI

As the newly appointed Chief Information Officer, Dina Dembo joined Gett at the same time as the organisation transitioned over to Sage People.

"It was my first implementation project in my new role as CIO and from the moment we chose Sage People until the moment we went live, it was fast. The team was great. It was a really refreshing experience," says Dina. She adds that the ability to configure and adapt the software themselves was another big selling point from the IT team's point of view. "The simplicity of the system, along with its cost effectiveness, both massively contribute to the ROI of Sage People," she adds.



"Sage People has been the right choice to help us align everything and have the right controls in place."

Keren Bizan
Global Organizational Design and HR Manager, Gett

Supporting Gett's going global ambitions

With Gett's global footprint being that of an international company, Sage People gives the technology firm the confidence to easily configure workflows and adapt content for specific regions.

"We are super happy with Sage. We are about to implement the leave management module in our UK office, and sharing more content through the built-in portal for employees to access company information," explains Keren.

Gett has come a long way in a relatively short space of time, and the company has no plans to slow down any time soon. The big goal on the horizon is to continue growing and choosing Sage People as its global HR system has been a key part towards this move.

"As we head towards becoming a more global company, it's important for us to make sure we have all the right HR and People processes and procedures in place. Sage People has been the right choice to help us align everything and have the right controls in place," says Keren.



© 2022 The Sage Group plc or its licensors. Sage, Sage logos, Sage product and service names mentioned herein are the trademarks of The Sage Group plc or its licensors. All other trademarks are the property of their respective owners.