

Success Story

AVEVA gains 'one version of truth' with Sage People

Improved, accurate people data across 40 locations helps the company build for the future



Cutting IT time managing HR systems down, ensuring they can complete other more productive work. AVEVA has successfully established a truly global infrastructure – an international business with over 1,700 employees – and operates in markets governed by the world's fastest-growing economies. "We have just done the annual salary review process and through the Sage People system, we've decreased the time taken in managing that process by 50%," says Paula Parker, former Group Learning and Development Manager, AVEVA.

Key outcomes

- Successful implementation with a 1,700-strong workforce, spread across 40 offices globally.
- Integrating Sage People with the existing Learning Management System (LMS).
- 50% reduction of time taken to do the annual salary review

Sage

Company
AVEVA

Location
United Kingdom

Industry
Engineering

Sage Products
Sage People

AVEVA
CONTINUAL PROGRESSION

About AVEVA

AVEVA is one of the world's leading engineering, design and information management software providers to the process, plant and marine industries. Their technology was originally developed and spun off from Cambridge University in 1967.



Sage People has allowed staff to update their own details, freeing up HR time.

Adapting to global complexity

AVEVA is a world class engineering software business that has tripled in headcount over the last eight years. Today the 1,700-strong workforce are spread across 40 offices globally. With this geographical reach, AVEVA needed an HR system that could accommodate the needs of a global business and be flexible to adapt to the complexities this can bring. It was important that they could implement, grow and develop any new system in phases, embedding it at their own pace. One of their first objectives was for a system that gave them confidence that they were working with correct data – knowing who and where their people were, how many and at what levels.

AVEVA also needed self-service functionality for employees to keep their own details up to date conveniently, as well as freeing up HR resource to deal with other priorities. From a technical perspective, any new HR application also had to integrate with the existing Learning Management System (LMS).

A single version of the truth for HR

The Sage People system has become AVEVA's 'one version of truth' and employees have adapted quickly and appreciatively to the intuitive self-service functionality of People Zone.

In fact, Sage People has integrated well with the existing LMS. Now that HR team members don't have to update employee details or manually enter starter and leaver information, AVEVA is finding it quicker to get core tasks done. Aveva reported that the annual salary review took 50% less time because of the new system. Sage's modular approach to implementation allowed AVEVA to develop and grow their new HR system at a pace that suited them, embedding each module into the business before moving on to the next.

Now that the core elements of the system are in place, they are ready to focus on implementing the talent management and succession planning modules.



“Sage’s practical, pragmatic and hands-on culture was a real plus point when choosing their system provider.”

Paula Parker

Former Group Learning and Development Manager, AVEVA

Expertise for a mid-size global business

Beyond the quality of the system and the quick implementation, Sage People stood out for AVEVA because of their understanding of and expertise working with mid-size global businesses. They felt that it would be too complicated working with some of the bigger players in HR system development. They were keen to work with an organisation like Sage People that was a similar size to their own and understood their growth aspirations.

AVEVA prefers an informal and straightforward approach to working together on a project. So Sage’s practical, pragmatic and hands-on culture was a real plus point when choosing their system provider.



Sage

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