

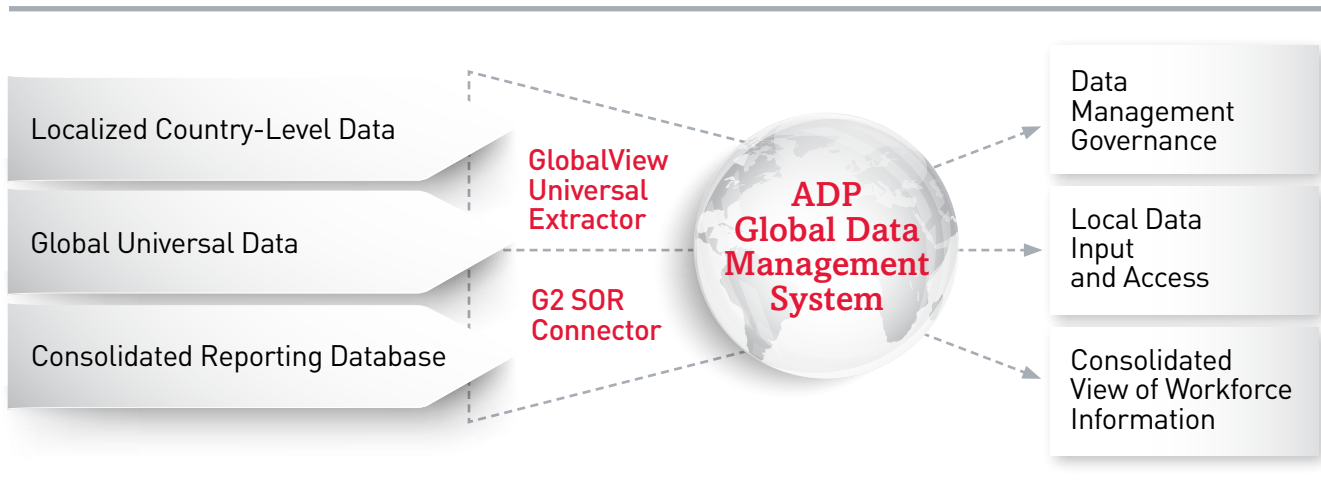


IN THE BUSINESS OF YOUR SUCCESS<sup>SM</sup>

## ADP<sup>®</sup> GlobalView HCM Global HR System



Accurate information is a non-negotiable prerequisite to precise, timely business decisions. **ADP<sup>®</sup> GlobalView HCM**, our **Global HR System** provides a foundation for better managing core HR functions such as time and attendance, payroll and talent. By consolidating decentralized systems, your global organization can benefit from reduced complexity of business and enhanced compliance, helping to eliminate the data silos, inefficiencies and lack of visibility that can keep you from effectively competing in a global marketplace.



## Your Challenge

Efficient global data management is complex, often leading to data and compliance challenges. In many global enterprises, data resides in multiple places on different technology platforms with varying standards, formats and means of governance. Helping to ensure that all data sources are compliant with local country legislation can be daunting. In fact, a recent survey of chief legal officers showed that ethics and compliance (88%), regulatory and government changes (83%) and information privacy (79%) are among their top concerns.<sup>1</sup>

HR. Payroll. Benefits.

## The Solution

To satisfy the need for worldwide efficiency, consistency and insight, your global enterprise could use a single, powerful system — one that centralizes all of the data that your business controls while offering the flexibility to support regions, locations and people around the world. ADP's Global HR System provides the foundation to help support your global employees base and their human capital management (HCM) needs.

### **ADP makes global and local data management easier**

Residing in ADP's secure cloud, our Global HR System provides a central repository of both global and local employee data. ADP's flexible approach to meeting different client needs allows you to complete — or replace — your existing enterprise payroll/HR data stores. The global HR system supports required data elements for hiring, termination and personnel information changes, and also allows the capture of local data to help support local payroll and statutory reporting processes.

## Highlights

### **Enterprise-grade core HR functionality**

ADP's Global HR System can be configured to support any combination of business units, locations or legal entities to help model and manage any workforce, empowering HR to quickly implement any job structure with minimal use of spreadsheets or offline processes. It also supports any pay structure, enabling you to vary compensation by location, job class, grade or legal entity.

### **Intelligent, user-centric design**

A streamlined user experience helps to reduce the time and technical knowledge necessary to master the system. The user-centric design also speeds user adoption and redefines self-service with innovations such as built-in wizards, smart business rules, organizational charts, in-line comments, audit history and flexible workflows.

### **Tight integration with talent**

Imagine the impact of a more informed, consistent approach to talent management: more effective onboarding, setting goals aligned with employee strengths and interests, development driven by a complete view of employees, and more.

### **In-country expertise**

Our in-country experts provide regular updates to support local legislative and labor management practice changes. ADP's Global HR System also provides global and local data scope for payroll in supported country.

### **Actionable, accessible analytics**

With consolidated workforce data in one place and support for external financial and operational data, ADP's Global HR System provides easy-to-use reporting tools, 2000+ built-in metrics, benchmarks and support for more detailed analyses.

## The Advantages

### **Consolidated and scalable**

In many global enterprises, accelerated growth and acquisitions often result in fragmented data housed in multiple HR systems. ADP's Global HR System brings together decentralized data into a single platform that scales to meet your global needs.

### **Seamless integration and built-in compliance support**

Integration with other key enterprise applications and data — including payroll, benefits, and ERP and time management systems— in a single global platform helps provide increased visibility and cost control while reducing the risk of human error and non-compliance. ADP's systems are also regularly updated to support the latest legislative and labor management practice changes.

### **World-class security**

ADP has invested significantly in the development of industry-leading security platforms, protection programs and control models. Your global enterprise gains the advantages of industry-leading advanced platform defense along with identity access management for data and fraud protection.

### **Flexible architecture**

Your organization can replicate your own HR systems data, or let ADP be your HR system of record. The choice is yours. ADP provides a flexible architecture that enables organizations to access the ADP GlobalView HCM family of products based upon their own needs and existing infrastructure.

### **Global reporting**

ADP's Global HR System includes a payroll repository to support global reporting and data validation. ADP can provide the ability to consolidate HR, payroll, time & attendance, talent and other data with powerful reporting tools to help provide a comprehensive view of the data in your global organization.