FROM RISK TO REWARD: THE CASE FOR CONNECTED WORKFORCE MANAGEMENT

workforce
SOFTWARE · An ADP® Company

For multinational organizations, workforce management system connectivity is more than an IT decision, it's a requirement for compliance, productivity and employee retention. The comparison below illustrates how disconnected systems can hinder performance and compliance, while connected platforms drive efficiency, agility and long-term value.

Disconnected workforce management system

RISK SCENARIOS

Managing a global workforce with patchwork solutions can drive up costs — from extra software licenses to manual or inefficient processes — while straining your IT team's capacity and patience.

➡ **Inconsistent standardization**: A company operating in Europe and Asia has different payroll providers in each country, adding additional compliance risks and burdening payroll processing staff.

➡ **Strained resources**: A field services company with operations across North America manually consolidates time-tracking data from disconnected systems, leading to payroll mistakes, compliance risks and costly delays.

➡ **Data silos and limited visibility**: A global logistics firm struggles to track and improve workforce productivity because its regional hubs all draw from different data sources.

➡ **Increased compliance risk**: An automotive manufacturer in highly regulated Germany accidentally fails to comply with collective bargaining agreements, leading to significant fines.

➡ **Inefficient labor spend**: A global food services company can't align staffing with real-time demand because it lacks integrated forecasting and scheduling, leading to inadequate staffing and lost revenue.

Connected workforce management system

BENEFIT OUTCOMES

When you manage your workforce with a comprehensive solution that scales globally and operates locally, you streamline operations and reduce costs by eliminating duplicate software and manual processes. Your teams benefit from reliable, consistent operational workflows — and your IT department can focus on strategic initiatives rather than troubleshooting fragmented systems.

➡ **Consistency**: With a standardized framework and digitization of global and local regulations, a scalable global-local approach can be implemented that enforces both global consistency and regional requirements.

➡ **Agility**: Better compliance tracking enables agility in the face of constantly shifting labor laws.

➡ **Efficiency**: With automated workflows and integrated systems, operational efficiency rises and admin burden falls.

➡ **Satisfaction**: Local flexibility improves employee experience via tailored compliance policies that minimize friction and boost morale.

➡ **Simplicity**: With a unified global-local workforce management platform, fewer regional solutions are needed. That means reduced IT overhead and a lower total cost of ownership (TCO).

Balance global consistency with local adaptability as part of your workforce management practice. Get the **Global Workforce Management Rollout Playbook**.

Learn more

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