

Workforce Challenge: Managing a Global Workforce with Localization

With global expansion comes increased operational complexity and risk — especially when it comes to workforce management. When you expand to new geographies, you need to rethink how you'll develop and manage a cohesive, high-performing workforce that spans cultures, countries, and borders.

You can start by creating a successful balance between global workforce management standardization and localization to support compliance with local regulations, policies, and practices.



Pay rules must be country- and region-specific

Global pay rules simply don't exist.



One global solution provides a single source of truth

Using different solutions for each country is counterproductive.



A global solution allows you to build on a solid foundation

Don't start from scratch every time you roll out workforce management solutions.

"With a workforce that spans the globe, we are responsible for managing a variety of very complex labor laws and union requirements. We needed a workforce management solution that would enable us to create corporate consistency and provide local autonomy, which is not an easy task. We selected Kronos because they have proven solutions for managing a complex, global workforce."

Meritor

Employment and workforce programs, policies, and technologies vary by country, region, and even business unit. And **the more countries in which you have employees, the harder it can be to keep track of those regulations.**

What if you could ...



Balance a cohesive, high-performing workforce

and



Support local cultures, practices, and policies

The benefits of globalization

- » Visibility across all locations
- » Single source of truth
- » Foundation for expansion

The benefits of localization

- » Adherence to country-specific regulations
- » Local language
- » Country-specific pay rules

The best of both worlds

Globalization is a driving force in today's business environment. Relaxed trade barriers, increased labor migration, advances in technology, and the relentless need to boost the bottom line have led an increasing number of businesses to expand internationally.

As the global leader in workforce management, Kronos is dedicated to meeting the needs of today's multinational organizations. Kronos provides solutions that lay the foundation for effective, efficient, and consistent yet flexible workforce management across multinational operations, enabling the best of both worlds — global visibility and consistency and local relevance.

"As companies stake their growth strategies on global expansion and pursuit of new markets, their ability to forge a human capital strategy and HR capability that is both globally consistent and locally relevant will be critical to success."

Accenture¹

¹ Outlook, *How to Manage a Global Workforce*, Accenture, found at <https://www.accenture.com/us-en/insight-outlook-manage-global-workforce>.