



**An insight
to Meta4's
Global HR
Management
Solution**

Meta4

Meta4

Meta4 provides solutions for human and intellectual capital management (HICM) and development. Founded in 1991, Meta4 has **over 1,300 clients** in more than **100 countries**. Its solutions are used to manage upwards of **18 million people worldwide**.

Meta4's research and development (R&D) and **innovation centers** in **Europe** and the **Americas** develop advanced human resources (HR) and payroll applications to fully address both local and global needs for any company, regardless of size or degree of complexity.

Why Meta4?

- HICM Specialists for nearly two decades, having implemented **1,300 projects**, and **managing 18 million employees internationally**.
- Research and Development centres in Europe and the Americas offering competitive global know-how and specialisation.
- **Meta4 has developed a comprehensive suite of software solutions focused on the management of people and knowledge** built on a platform using the latest technologies. These applications **support global and local process and change management** and enable organisations to leverage their intellectual capital to obtain a **real competitive advantage**.
- **Meta4's experience in managing Global HR projects** along with the ability to work through a global governance model while supporting local business needs **guarantees the success of your Global HR initiative**.
- **Specialised SaaS HR services** using best of breed technology.

Our differentiating features:

- Two decades of **HR expertise**
- **Global offer** and focus
- **International reach**
- Capacity to **reduce costs**.

In the global marketplace, **companies are seeking growth** in new international markets.

Old models cannot be applied when managing these new challenges. We need new answers and new technologies.

For companies to be successful in this environment, it is necessary to adapt to new ways of working and address the issues associated with being an international player:

- **Decentralisation:** Many HR functions are delegated to the users, providing them with **more autonomy** while HR professionals increasingly will need to ensure **adequate levels of planning and reporting at a global level**.
- **Employees have different needs** and demand greater levels of **personalisation, flexibility and information** along with "tailored" services.
- **Legal, social and demographic changes** such as international mobility, multicultural markets, etc. can impact several organisational levels and **modify many management parameters**.
- **As companies expand and bring in talent** from other locations/countries they have to become **more adaptable and open to address employee needs**.

Meta4 Global HR solutions provide these companies with the tools they need in order to manage their employees with a global perspective.

“Meta4's SaaS model offers streamlined business processes and best practices at global and local levels with the added value of deploying additional HR functionality as required.”

Shona Barnard, Technical Director.
(World Vision International)

Meta4 PeopleNet

Global Solutions

"People make the difference at work, but everyone is different."

(CIPD – Chartered Institute of Personnel and Development)

A unique approach

Meta4 has long recognized that Human Resources should not be focused on administration but instead on the business; otherwise **HR** will be a dying breed, when it **can instead be a driving force** to achieving competitiveness in the market.

Multiple factors affect the productivity and effectiveness of organisations: geographical diversity, a diverse workforce, diverse management models and work experience.

Managing diversity provides a distinct advantage in an era where organisations realise that their **people and processes are key** in defining their uniqueness and their competitive advantage.

Meta4 PeopleNet next-generation rich-web solutions **manage all aspects of organisational diversity effectively**, maximise talent potential to increase productivity and address changing business demands, **both globally and locally**.

Differentiating the way you handle HR and HICM with Meta4 is what makes you win.

Enhanced global features

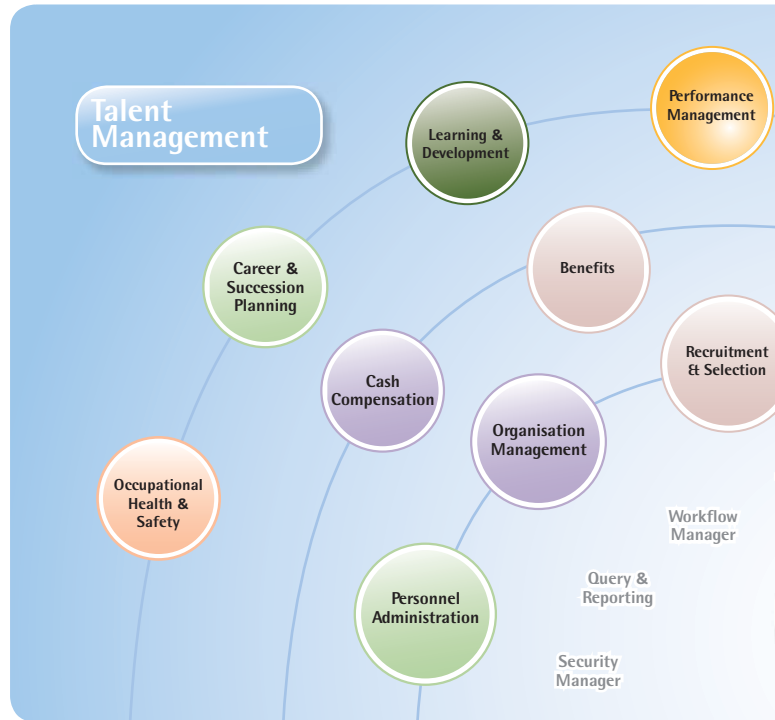
- Multi-tenancy model
- Country-level data segregation
- Multiple legal entities
- Multi-reporting capability
- Multiregional capability
- Standardised global processes
- Multiple languages
- Configurable workflows
- Multiple currencies
- Supports local compliance requirements
- Multi-person model (employees, expatriates, etc.)
- Global delivery capabilities
- Global employee data
- Strong global reach
- Global mobility and multicountry team management
- Experience working with global customers

Facts and figures:

- More than **1,300** clients **around the world**
- More than **18 million** employees managed
- Meta4 serves the needs of multinational corporations spread over **more than 100 countries**
- Supporting different **country specific requirements**
- **20%** of the annual turnover **invested in R&D** (dedicated to Human Capital Management)
- **Research and Development team** dedicated to Human Resource Management Solutions
- Extensive **experience in global companies**
- **World-class** consulting, software, technology and outsourcing partners.

Meta4 PeopleNet

Full Solution



Organisation Management

Change is more intense than ever. Investor pressure, changes in legislation, competition, trade agreements, etc. often have an impact on an organisation's structure, requiring it to be modified.

Meta4 PeopleNet Organisation Management allows you to design the company's organisational model with total flexibility, establishing hierarchical and functional relationships between different team members and reflecting their evolution in a dynamic way. **PeopleNet Multitenancy model** provides you with the tools necessary to manage global multidimensional organisations.

Personnel Administration

The nature of work and the way of doing things have changed. Employees are working more frequently in global teams which cross geographical and cultural boundaries. With this in mind, Meta4 designed a people management system that understands the real nature of people and work and avoids the rigid models inherent in other systems.

Meta4 PeopleNet Personnel Administration puts the individual at the centre of the application and highlights a person's key attributes - the roles he/she plays, competencies and the knowledge possessed as well as the flexible evolving relationships each individual has with the organisation.

Recruitment & Selection

Whether it is done through recruitment or internal mobility, the most competitive companies are those who can get the best resources where and when they are needed most.

Meta4 PeopleNet Recruitment is a quick and flexible system that uses state-of-the-art technology to simplify the selection process. It also adds functionality to tasks & processes in order to attain optimum organisational development.

This integration provides immediate access to the information required to make strategic decisions and fully optimise your organisation.

3 The primary purpose of cash compensation management is to ensure that all employees are paid in accordance with the organisation's established policies, considering the market value of a particular job, Internal equity and productivity.

PeopleNet Compensation Management allows you to design and implement compensation policies in line with the company's strategy and budget.

4 The importance of managing the development of your people dynamically and efficiently has always been recognised. It is vital to go beyond the traditional, centralized management of career plans towards coordinated and modular management that embraces other organisational spheres, such as training, internal mobility and incentive-based activities.

Meta4 PeopleNet Career and Successions Planning focuses on the definitions, development and management of the employees career path.

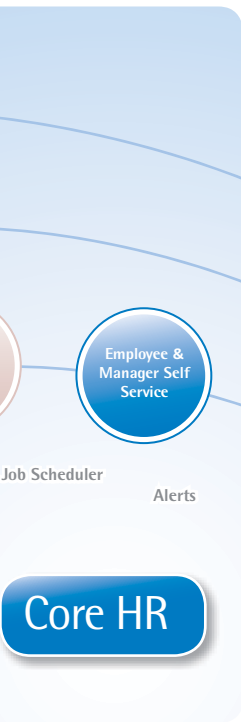
Talent Management

1 The importance of an individual's performance and their contribution to value generation is a challenge that every HR department must address daily. A performance management system that enables HR managers to design and manage performance processes using adequate techniques, helps move the organisation.

PeopleNet Performance Management module evaluates the performance of each individual and identifies strengths and weaknesses providing relevant information such as personal development, training and career planning.

2 Meta4 provides a comprehensive solution to manage an organisation's knowledge, skills, talent and define objectives required by each area of the organisation. PeopleNet's functionality and global skill search means that geographical and cultural borders can be crossed to find the people with the right skills.

Meta4 PeopleNet Competency and Management by Objectives module integrates information from other PeopleNet modules with your own HR system.



Training processes are complex, as different internal and external groups are involved: employees, directors and a variety of suppliers.

Meta4 PeopleNet Learning and Development module enables organisations to create training

catalogues that are based on strategic initiatives, equipping employees with the knowledge and skills to adapt to business needs and strategies. Planning and general management of courses and development programs are carried out with total control over process cost.



With the **Meta4 PeopleNet Employee Self Service** costs can be reduced, optimizing and decentralising activities while at the same time streamlining internal communication. Through this module an organisation can offer its employees high quality service which guarantees up to date and accurate data and improved efficiency. Using the service, satisfaction level of employees will improve due to the fact that they have access to real time information on pay slips, vacations, training opportunities, etc.



Meta4 PeopleNet ADB is an application especially designed for managers with functionality developed for better decision making that is easy and quick to use.

The ADB intelligent processes guide the user through suggestions based on analytics in a flexible way. They also allow for the best decisions based on the user's preferences, who can define his own management and process indicators.

“ Multinational customers that want to purchase a core HRMS solution, along with EPM solutions, should consider Meta4.” (Gartner Group)

Some of our references...

Distribution & Commerce

Blaisten
Camaieu
Kellogg
El Corte Inglés
Leroy Merlin
L'Oréal
Mango

Construction & Utilities

ACS Dragados
AGBAR
BP Oil
Degremont
SAMSE
Socotec
Total Austral
Veolia Water
Vm Matériaux

Travel & Transport

Argentinian Airlines
Azkar
CMA-CGM
DHL
NH Hotels
Iberostar Hotels
TACA
UPS
Wihl.Wilhelmsen

Telecommunications

Avantel
Nextel
Teletex
Telex
Telefónica Group
TMN
Vodafone

Banks, Credit Unions & Insurance

American Express
Azur_GMF
Banco Popular Portugal
BNP Paribas
Caixa Geral de Depósitos
Caja España
Cofidis
InsoSuez
Liberty Seguros
Mapfre
Nationale Nederlanden
Monterrey Insurances
New York Live
Visa

Industry & Manufacturing

Almirall Prodesfarma
Asics
BASF
Boehringer Ingelheim
Bridgestone Europe
Delphi
Exide
Gemalto
Glaxo Smithkline
Pfizer
Phillip Morris
Seat
Sony
Xerox

Services & Media

Antena3
Amorim Group
France Télévisions
Hewitt
Indra
Prosegur
Soluziona
G4S
SANEF
Securitas Direct

Government, Health & Education

École Polytechnique
Córdoba Government Argentina
Curitiba Government Brasil
Distrito Federal Government Mexico
Institut Pasteur
McKesson
Navarra University
Panama Government
Public Administration Ministry of Mexico
Public Administration Ministry of Spain (MAP)
Regional Health Ministry (Spain)

Meta4 PeopleNet

Global Solution Advantages



Corporate HR professionals building strategic value

- Get a real-time global headcount instantly
- Generate global reporting for C-level management
- Control the global salary budget monthly
- Create and maintain core competencies across the organization
- Reflect any change in the organization globally
- Support line managers with group policies
- Give local HR departments around the world intuitive HR tools and processes to perform daily operations, reducing local HR technology investments

Local HR professionals building strategic value

- Report to local managers and to the corporate office with just a few clicks
- Report all new hires monthly to the corporate office
- Register local legal information of your employees
- Build a standard contract to fit local needs
- View the organization locally and globally
- Control access to sensitive HR data
- On demand global and local headcounting capabilities
- Support line managers and employees via self-service capabilities to lower HR dependency and facilitate the life cycle of HR processes and approvals.



Empowering managers and employees builds strategic value

- Lower dependency on HR for activities that do not require HR guidance, like holidays approvals.
- Produce proactive reminders for managers and employees to complete tasks that are part of HR processes like training requests, approvals, etc.
- Make the most of the manager's close hand exposure to employees and the daily work directly like vacancy requests, performance appraisal processes
- Motivate employees with offerings on training courses, benefit incentives, etc.
- Create a means for communicating corporate-wide policies like working schedules and guidelines
- Create a feedback channel with HR for work-life balance issues.

Meta4

Benefits

People are the key stakeholders of any business. The secret of their success lies in the ability to provide right information to do the right tasks and make the right decisions in alignment with the corporate goals.

Businesses need to link analytics, processes, and transactions together with their business strategies. Meta4 does just that, linking all simple through to complex HR processes and activities to the entire business. No stones are left unturned, while making decisions of strategic value.



HR processes brought to all employees

- HR processes brought to all employees
- A dynamic and interactive user experience
- A new company-wide communication channel available anywhere
- Opens up common HR processes to all users, with rich functional content based on business practices
- Improved communications with employees through self-service solutions, increasing the efficiency of HRM processes
- Direct involvement of managers in HR processes, better reflects business needs and direction
- Improved image of the HR department, where HR visibly becomes proactively involved
- Decentralized administration of globally shared information and processes interconnected with local ones

Pervasive dashboards, a way of life in HR processes and decisions

- New generation of HCM tools interweaving HR processes, best practices and dashboards
- Radical improvement of the user experience with rich graphics, navigation, smart filters and interface functionality
- Smart step-by-step flows for completing intuitive HR processes
- Powerful analysis of readily available information for strategic decision making
- Enhanced analytical capabilities with predictive suggestions and actions all together in one place on the intuitive desktop for faster decisions
- Analytical maps provide a mechanism for building corporate best practices while the user works in decision-making processes
- Proactive decision making support becomes an integrated part of day to day HR processes and activities
- No important factors or actions are ever overlooked in any user's decisions.

Technology designed for a growing global business

- A unique HR technology platform that delivers totally integrated functionality.
- A single data repository sidesteps information redundancy and guarantees data integrity
- Easy to use connectivity to pool together local data into a global repository
- Capacity for modular growth in different areas of HR functionality under the same integrated environment
- Flexibility for adapting to a constantly changing business environment
- Reliable HR information from around the world readily available to improve the business.



www.meta4.com

