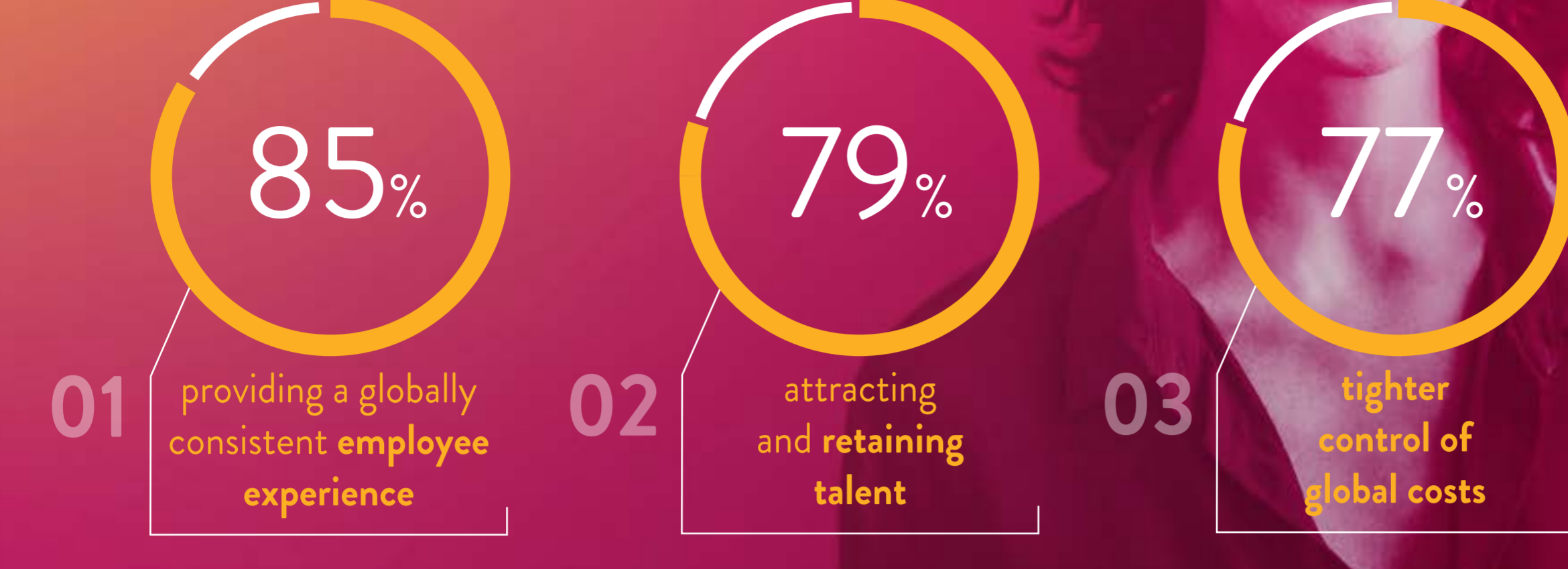


LATAM: IT'S TIME TO CENTRALISE HR OPS

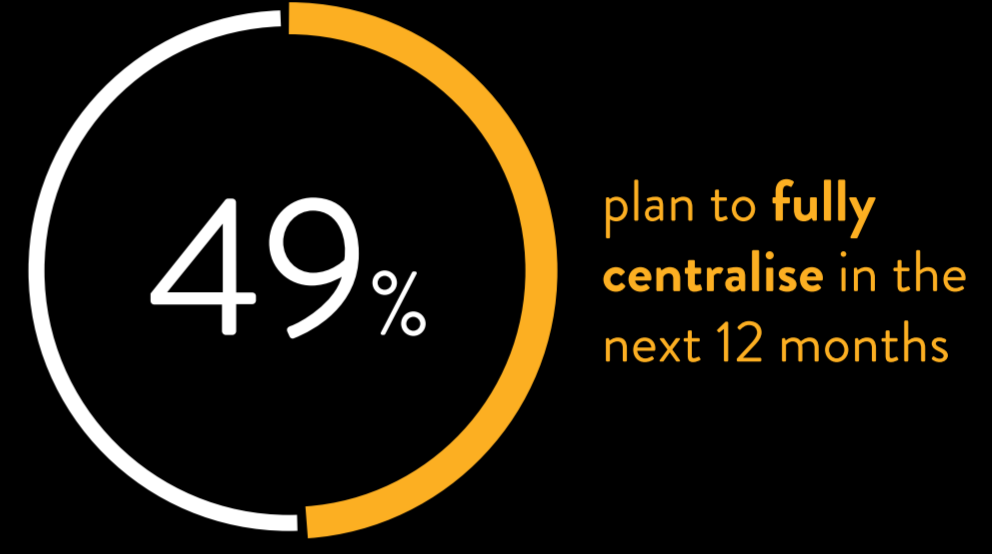
BEFORE THE PANDEMIC HIT, TOP-PRIORITY OBJECTIVES FOR HR TEAMS IN LATIN AMERICA WERE:



vs. REST OF THE WORLD



Although focused on providing a globally consistent experience for employees, **LATAM employers are a little behind organisations in other regions when it comes to centralising their HR operations to be able to achieve this.** But not for long as:



EMPLOYERS IN LATAM ARE CURRENTLY BEHIND THEIR GLOBAL COUNTERPARTS WHEN IT COMES TO USING EMPLOYEE DATA TO REPORT ON THEIR PEOPLE.

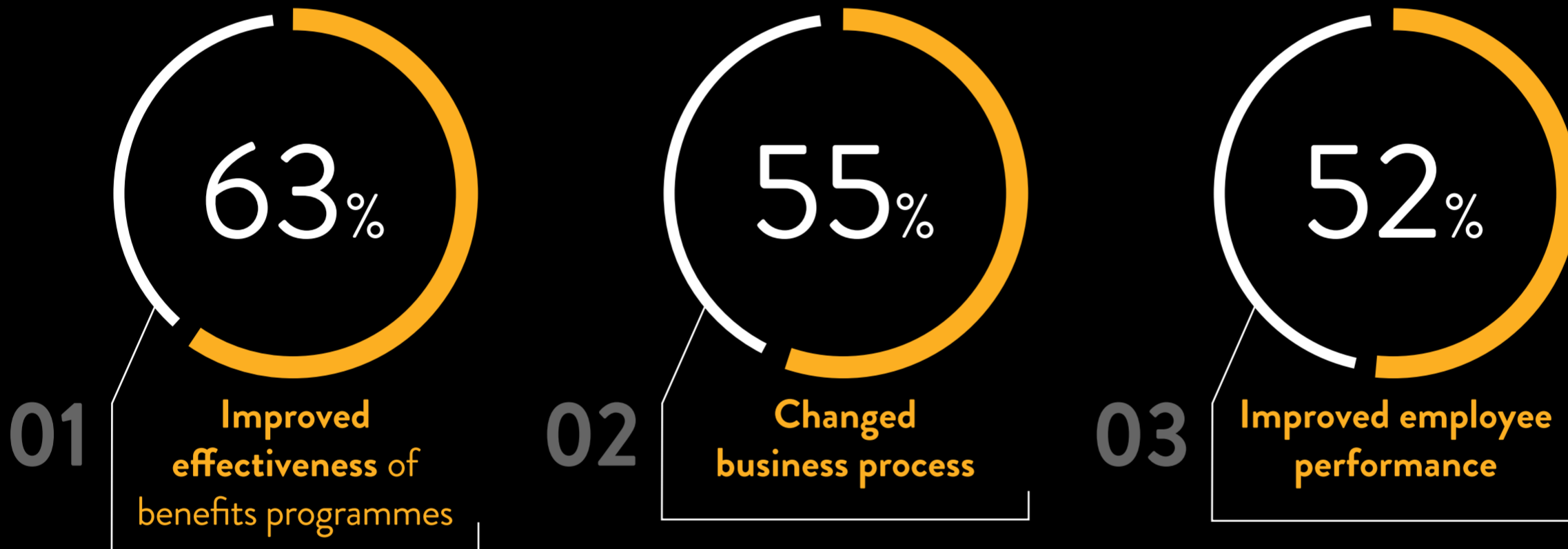


HOWEVER, THOSE THAT ARE USING DATA ARE GENERATING BETTER OUTCOMES FOR THEIR PEOPLE. THEIR TOP THREE OUTCOMES AS A RESULT OF ACTING ON INSIGHTS GENERATED THROUGH DATA ANALYTICS ARE:

LATAM

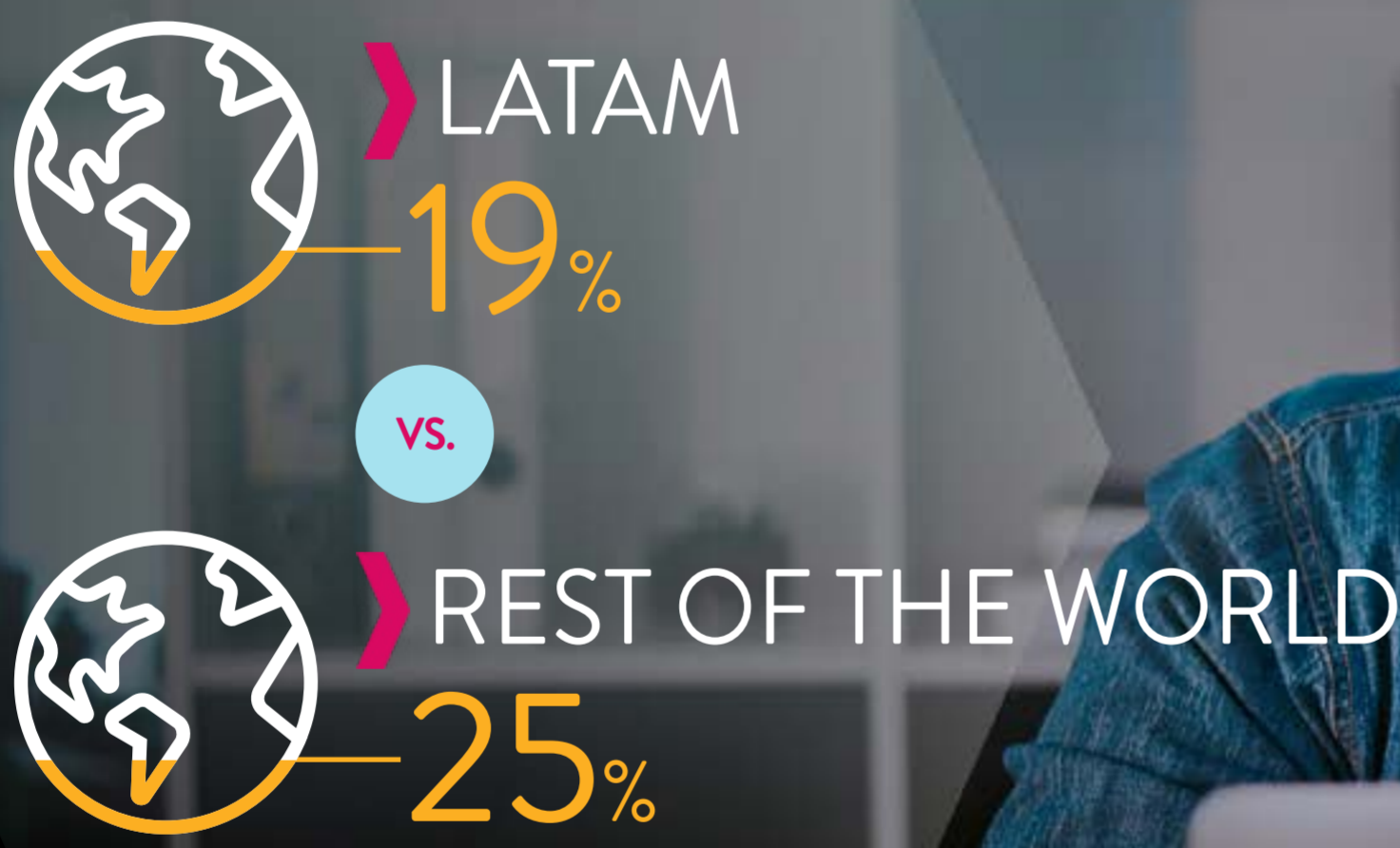


REST OF THE WORLD



They also face fewer obstacles when it comes to using their **employee data to effect change.**

BIGGEST BLOCKERS TO USING EMPLOYEE DATA—LACK OF TECHNOLOGY:



But HR teams in LATAM do have **greater concerns about the storage and use of employee data...**



Which could be explained by **LATAM's reliance on general HR software for accessing benefits data**, rather than a best-of-breed solution:



WE USE GENERAL HR SOFTWARE TO ACCESS BENEFITS DATA:



WE USE BEST-OF-BREED BENEFITS SOFTWARE TO ACCESS BENEFITS DATA:



The **COVID-19 pandemic has shone a light on the importance of reliable and accurate employee data and the ability of employers to analyse it quickly to adapt their benefits strategies.** Having a centralised **best-of-breed solution** enables organisations to stay agile in the face of change and provide the **globally consistent employee experience** they are striving for.

