meta4

Case study:
GFI Software

GFI Software selects Meta4 Global SaaS HR
solution to manage their employees worldwide

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INTRODUCTION

GFI Software[TM] pioneers powerful, award-winning IT solutions for small and medium-sized businesses (SMBs). With offices in several countries, the multinational company has chosen Meta4's Global SaaS HR solution for managing their core HR data and processes for their employees worldwide.

BACKGROUND

Driven by international growth over the last few years, **GFI**, with offices in several countries, was looking for a global HR solution that would address a range of strategic issues for the multinational company. Notably among these was the need for unified information available on all their employees around the world, in order to optimize and automate management processes — which, before the arrival of Meta4, was done manually and sent separately by each work center to be consolidated — and for managing key HR processes within an approval-based multi step workflow environment.

META4 GLOBAL HR SAAS, A SOLID CHOICE FOR INTERNATIONAL STRATEGY AND EXPANSION

GFI therefore needed a software solution able to meet their HR demands including: entering, managing and consolidating data for all of their employees in a single system of record, generation of headcount reports at worldwide level, maximum flexibility and adaptation to organizational changes and delivery of information to managers regardless of their geographical location.

After a rigorous selection process, in which the main HRMS providers in the market were considered, **GFI** selected **Meta4 Global HR SaaS**. It is worth noting that the **Meta4 Global SaaS HR** solution was the only one that was cost-effective and gives them comfort on their

requirements for data protection regulations worldwide, and particularly in Europe, where compliance regulations are far more rigorous than in the rest of the world. This proved to be a decisive factor in the selection process.

- Company: GFI Software[TM]
- Sector: TIC
- Web: www.gfi.com
- Employees: 1000
- Location: United States, UK, Austria, Australia, Malta, Hong Kong, Philippines and Romania
- Meta4 Solution: Global SaaS HR

BENEFITS OF GLOBAL HR MANAGEMENT

Using the **Meta4 Global HR SaaS** solution, **GFI**'s HR department can automatically generate reports on their employees, manage organizational changes such as hires, terminations, transfers, etc. and record personnel data according to the applicable legislation in each country.

Furthermore, through the deployment of Employee and Manager Self-Service, the HR department at **GFI** can offer employees and managers a quality service which translates into improved internal communications, increased productivity and cost savings for the company.

With the **Global HR SaaS** solution, Meta4 manages the technology investment, upgrades and maintenance, which translates into reduced costs for **GFI**. GFI stands to benefit from all the agility, security and flexibility Software as a

Service (SaaS) offers, in addition to the added value delivered with the high configurability of the Meta4 Global HR SaaS platform.

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IMPLEMENTATION PROJECT

In just six months, Meta4 has delivered to **GFI** a complete solution that will help them optimize their HR management worldwide.

In the first three-month phase, Core HR was deployed worldwide. This phase included the personnel administration and organization modules, as well as employee self-service functionality. Core HR serves as a solid foundation for deploying the rest of the strategic HR modules in the future.

The second three-month phase addressed integration with some of the existing third-party applications in the company such as local payrolls, in addition to global reporting.

FUTURE PLANS

As the result of **GFI**'s satisfaction with both Meta4's solution and the service level provided, the company is

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studying the possibility of deploying additional Meta4 Strategic HR modules such as: Performance Management, Career Planning & Development, and Compensation Management.

META4: THE CHOICE FOR GLOBAL COMPANIES

Meta4 Global SaaS HR Solution offers a complete suite that provides global companies with a single system of record to centralize all employees' information in real time, regardless of their location. Global companies can strengthen their human resource policies globally while respecting local laws of each country.

By adding **GFI** as one of its clients, Meta4 strengthens its global solutions offering for multinational companies, a strategic line in which the company has experienced significant growth over the last few years and represents 15% of its current business. Today, more than 200,000 employees from 40 multinationals around the world, like Securitas Direct, World Vision International and SHL, are managed through the Meta4 Global HR SaaS platform.