

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.

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.**



Pay rules must be country and region-specific

Minimize compliance risk with a global solution that supports local pay rules.



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.

What if you could ...



Balance a cohesive, high-performing workforce

The benefits of globalization

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

and



Support local cultures, practices, and policies

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, UKG is dedicated to meeting the needs of today's multinational organizations. UKG 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.