

Multi Country, Multi Legislative , Multi Currency, Multi Language, Multi Tenant All in one database

Market Overview:

Historically multinational companies have been limited in their options to manage their multi-country payroll needs. If your organization is large enough (usually 30,000 employees or greater) you could choose to outsource to a large HR BPO provider who will manage your HR and Payroll needs leveraging ERP technology, regionalized delivery centers and their vendor network of partners. If your organization does not meet this threshold, you are typically left to fend for yourself with one of two approaches.

The first approach leverages ERP's with well known big players. These solutions offer legislatively compliant templates for many countries but only where there is enough demand to justify the maintenance of these packages. However, this approach can be expensive to implement and support, and is not always cost justified in countries where employee populations are low.

To address payroll delivery in countries where employee populations do not justify ERP configuration, companies are forced to adopt a country by country approach using local resources and **point** solutions or local payroll outsourcing providers. While use of in-country vendors or **point** solutions can be more cost effective than an ERP solution, it creates a host of other challenges including:

- Increased need for resources and expenses to manage multiple vendors.
- Increased expenses to accommodate local resources needed to provide system administration for point solutions.
- Fragmented payroll and HR databases and additional processes needed to consolidate and standardize payroll and HR data for global views and reporting, which often leads to inaccurate or incomplete payroll and HR data reporting.
- Localized payroll systems and processes often hinder efforts by forward thinking companies making an effort to regionalize or globalize HR and Payroll data and processes.

With more and more companies expanding their operations globally, we have seen an emerging market uniquely designed to address the increasing demands for cost effective, global payroll solutions. Multi-country payroll outsourcing (MCPO) providers are now emerging as the more cost effective and beneficial approach to global payroll outsourcing.

According to leading third party advisory groups, these organizations are best positioned to meet the global payroll needs of mid market companies (2k to 8k employees).



New Solutions to an Old Problem:

NOVATIVE is a MCPO with more than 27 years of experience providing multi country Payroll services and technologies. Our **proprietary** Payroll and HCR solution leverages the latest in Oracle database technologies enhanced by Microsoft's powerful development platform: Silverlight. Our web-based application provides exceptional web integration and workflow with the robust data reporting. Unlike other technology solutions our software is truly:

- Multi-country
- Multi-legislation
- Multi-currency
- Multi-language
- Multi-tenant

This translates into a robust, feature-rich payroll solution compliant with all local legislation. The single database structure containing the HR and payroll data for multiple countries has many unique benefits:

- Enables streamlined workflow for data management across company codes and countries, eliminating the need for double keying and maintenance of two databases.
- Improves data accuracy through workflow automation and validation at the time of entry.
- Enhances reporting capabilities, allowing for immediate access to payroll results across countries and currencies on demand.
- Simplifies Expatriate Payroll processing, enabling the calculation of both home and host payrolls simultaneously with gross-up capabilities.

Global Benefits

In today's international market, companies are forced to accept the challenge of paying employees from all over the world, and this challenge could consist of one employee to thousands. NOVATIVE offers international payroll and HCR solutions for companies faced with such challenges. With over 27 years of experience in the Multi Country Payroll field, NOVATIVE's Multi Legislative Payroll calculation engine stands out as one of the top providers of business solutions in the European Market and is now offering a payroll solution compliant with US legislative requirements as well. NOVATIVE's mission is to offer Solutions and Services which are timely and accurate while providing quality service.

NOVATIVE's multi country/legislative solution enables companies to consolidate their international payroll needs with US reporting and legislative compliance. This approach centralizes the HCR and Payroll process and allows our clients to utilize best practices across countries, which in turn will reduce cost and promote global payroll reporting.



Global Solutions

Expatriate Payroll: **Expatriate as easy as pushing a button!**

NOVATIVE offers US Expatriate payroll for European and EMEA countries. NOVATIVE Solutions offers multi-country, multi-language and multi-currency payroll while managing the home and host legislation. The calculation process calculates the host international pay and the expatriate home pay with the gross up, assuring **legislative compliance—as** simple as pushing a button!

SAAS: Pay as you Go!

NOVATIVE Software as a service offering allows the customer to access the application over a secure internet connection for use as a service on demand, pay as you go model. The SAAS approach gives NOVATIVE the control over the application environment for all customers, which eliminates version control issues, legislative updates and hardware maintenance. Offering one **proprietary solution for a large number of legislations** reduce cost, as NOVATIVE is not supporting multiple platforms and or versions.

What does SAAS mean to You? **Compliance** and **Cost Savings!**

Self Service:

NOVATIVE offers Employee and Manager Self Service with workflow. The Self Service Portal empowers the employees to manage their own personal data from address changes to career management. NOVATIVE's Self Service Portal gives employees and managers more responsibility to manage their job development and career planning, set goals and learning objectives, along with administration of planned reviews.

Business Process Outsourcing (BPO):

With NOVATIVE's BPO Service you will benefit from an experienced HR service center insuring legislative compliance along with data integration. NOVATIVE's professional service center delivers outstanding quality service with accurate results. NOVATIVE's BPO service will release employees from performing administrative tasks, freeing them up to concentrate on core business activities which can benefit your organization.

Time and Attendance

Absences and Workforce Management

NOVATIVE's Time and Attendance System combines employee and manager capabilities and tracks all absences in a single, powerful, web-deployed application. It is highly configurable and flexible enough to meet the most complex needs in absence and presence management. T&A module is an EMSS application and provides absence accrual and absence consumption functionalities.



Workflow and validation processes are in bedded.

This solution is scalable enough to grow with your organization, and you can tailor it to meet your operational needs.

The system can easily capture absence data for performance evaluation, reporting, and project planning. You can configure accruals and define eligibility for each accrual based on hours worked, longevity, and so on.

This flexible setup, combined with experienced implementation resources and support personnel, can greatly reduce ongoing maintenance and provide the right service.

Time management systems

The system can manage a large number of complex pay policies, shifts, pay codes and categories. It offers flexible and reliable Timesheet capabilities.

Employee, Manager and HR Manager Dashboards are available and allow real-time access to all time keeping information: IN/OUT Status, Absences, Right and so on.

This module is part of NOVATIVE's global HCM and Payroll Solution and therefore time and accrual data is automatically integrated into the payroll.

Data Collection

NOVATIVE solution is widely integrated with well known hardware and data collections systems to meet company requirements.

All types of Input methods are supported including key-in, bar code badge readers, magnetic stripe, finger print, and so on. Data collection devices can be supported in a wide range of work sites. Secure and reliable connectivity are available through internet, modem, network and wireless.