



meta4!

Global Human Resource Management

Meta4

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Meta4 with over **1,300 clients in 100 countries**, manages more than **18 million people** around the world. It is one of the **top three international players** among human resources software providers.

Our **R&D centres** in Europe and the Americas **develop applications to cover the local and global needs** of companies of any size and complexity. Our Human Resources solutions and outsourcing services help companies leverage their human potential.

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 HRO division** provides HR Outsourcing services using best of breed technology.

Our differentiating features:

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

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 employees needs**.

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

“**Meta4 has very versatile solutions, which are also easy to use and integrate, and its technological platform requires a significantly lower investment than others, which enables a short-term ROI**” (Gartner Group)

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 recognised that **Human Resources** should not be focused on administration but instead on the business; in the former situation, HR will be a dying breed, while in the latter, **HR can 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.

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

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.**

Enhanced global features

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

Modules

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 he/she has with the organisation.

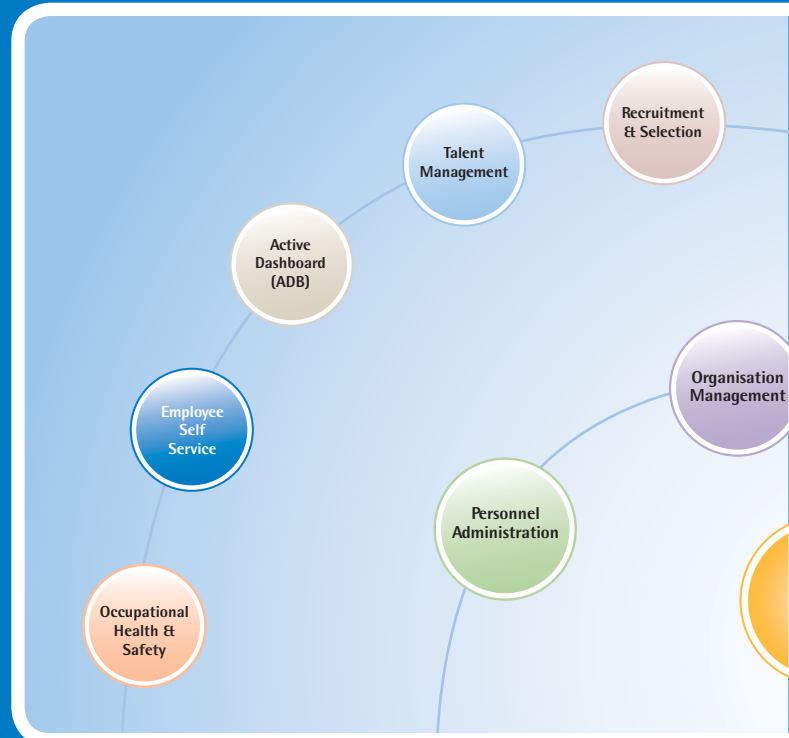
Talent Management

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. This



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.

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.

Learning & Development

Learning & Development

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.

Employee Self Service

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.

Active Dashboard (ADB)

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)

References...

Distribution & Commerce

Blaisten
Camaieu
Carrefour
El Corte Inglés
FNAC
Grupo Jerónimo Martins
Leroy Merlin
L'Oréal
Mango

Construction & Utilities

ACS Dragados
AGBAR
BP
Degremont
Grupo Ferrovial
Grupo Sando
ICA
Total Austral
Veolia Water

Travel & Transport

Aerolíneas Argentinas
Azcar
DHL
Iberostar
NH Hoteles
UPS
Wihl.Wilhelmsen
Vueling

Telecommunications

Avantel
Grupo Telefónica
Movistar
Nextel
Telex
TMN
Vodafone

Banks, Credit

Unions & Insurance

Banco Popular Portugal
Caixa Geral de Depósitos
Caja España
GMF
IndoSuez
ING
Liberty Seguros
Mapfre
Nationale Nederlanden
Seguros Monterrey
New York Life
Visa

Industry &

Manufacturing

Almirall Prodesfarma
Asics
BASF
Bridgestone Europe
Boehringer Ingelheim
Delphi
Exide
Glaxo Smithkline
Inditex
Kodak
Loewe
Pfizer
Phillip Morris
ROCA
Seat
Sony
Xerox

Services &

Media

Antena3
Cap Gemini
Fira Barcelona
France Télévisions
Grupo Amarin
Indra
Prosegur
RTP- Rádio e Televisão de Portugal
Securitas Direct
Toutatis
Unisono

Government, Health & Education

Ecole Polytechnique
Consejería de Sanidad de Madrid
Consorci Sanitari Integral
Gobierno de Canarias
Gobierno de Colombia
Gobierno de Córdoba
Gobierno de Curitiba
Gobierno de Distrito Federal
Gobierno de Panamá
Governo, Saúde e Educação:
Euromedic
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