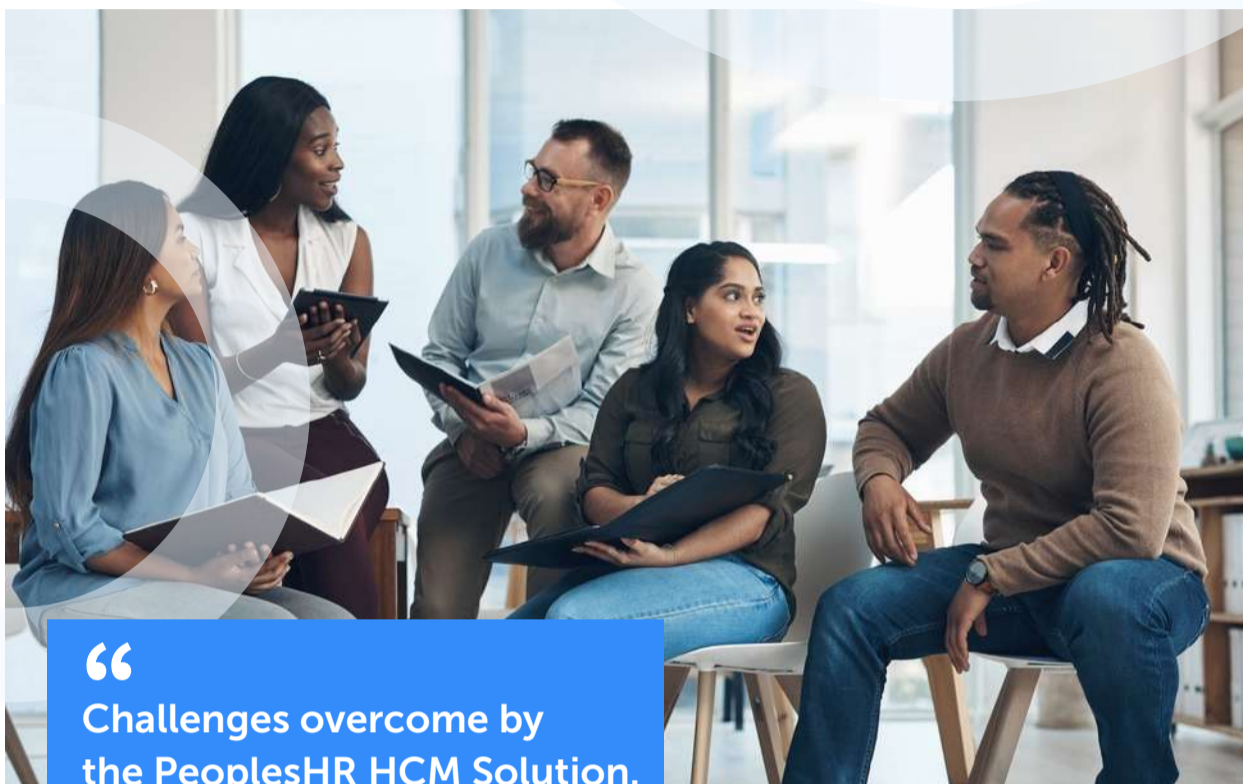


PeoplesHR Success Story: Revolutionizing HR for a Multinational Marketing Agency

Background:



In 2020, Tradco Services Ltd, a multinational marketing agency migrated to PeoplesHR to optimize its HR functionalities to cater to the unique industry requirements. The organization was already using a system that didn't hit the mark and PeoplesHR was put in place. The agency deals with multiple principals and operates in various African countries namely Kenya, Uganda, Rwanda, Tanzania, and Ethiopia, faced the challenge of managing independent payrolls and complying with different tax regimes.



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Challenges overcome by
the PeoplesHR HCM Solution.”



Managing Multiple Payrolls:

The primary challenge was finding an HR system capable of accommodating multiple independent payrolls. After exploring various options, the agency chose PeoplesHR, which demonstrated the ability to handle diverse payroll requirements seamlessly. This allowed users to log in once and easily switch between different payrolls within one unified system.



Global Operations and Tax Compliance:

Operating in multiple countries presented additional complexities, especially in terms of tax compliance. PeoplesHR proved instrumental in managing payroll intricacies across diverse regions, ensuring each country's payroll remained independent and compliant with local regulations.



Leave Management with Enhanced Security:

The agency implemented an efficient leave management system using PeoplesHR's Employee Self-Service (ESS). To enhance security, a one-time password (OTP) system was introduced during login, mitigating the risk of password sharing and ensuring confidentiality within the system.



Performance Management Module:

The agency leveraged PeoplesHR's Performance Management Module to counter biases in performance assessments. This module allowed for transparent and real-time tracking of performance metrics, preventing manipulation and providing a holistic view of employee performance throughout the year.



Configurable Reports and Timely Support:

PeoplesHR's configurability and customization capabilities facilitated the creation of reports tailored to the agency's evolving needs. The local support provided timely assistance, ensuring smooth operations and rapid issue resolution.



Recent Developments:

The agency benefited from a new feature that streamlined the contract management process. The ability to separate HR and payroll functions within the system added an extra layer of control, preventing any potential inter-correlation between data input and payroll processing.



Conclusion:

PeoplesHR played a crucial role in addressing the multifaceted challenges faced by the marketing agency. The system not only met the complex payroll requirements across different countries but also provided robust solutions for leave management, performance tracking, and report customization. Ongoing collaboration and knowledge-sharing within the PeoplesHR user community promise continuous improvements and an optimized HR and payroll management experience for all users.

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PeoplesHR has been our catalyst for HR and payroll efficiency. Navigating multiple payrolls across African countries was possible thanks to its seamless global functionality. The Performance Management Module brought transparency, and the configuration of reports met our dynamic needs. An added point would be the one-time password system that ensured top-notch security and recent developments, like streamlined contract management, showcase PeoplesHR's commitment to staying ahead. It's not just a system; it's our collaborative partner in success!”



Robert Wambugu
Head of HR