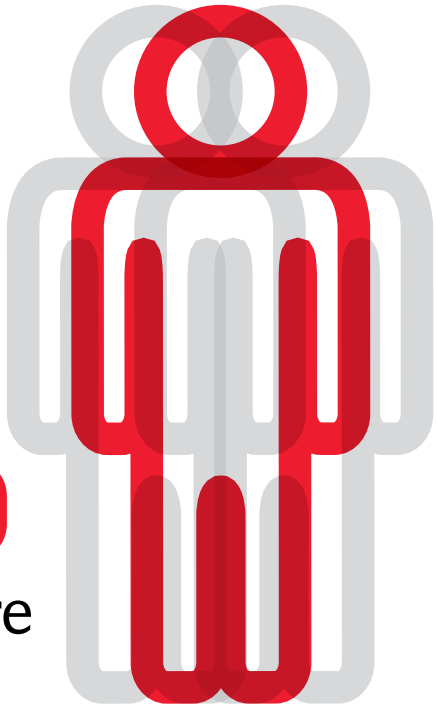


TOP 5 Challenges Companies Face in Managing a Global Workforce

1. Misaligned People and Strategy

56%

of employees are not engaged



2. Workforce Planning Insight

85%

of businesses don't have a global talent strategy

3. Exposure to Risk

60%

of HR leaders say compliance and risk are their top concerns



4. Global Cost-Control Measures

Firms using a global HCM strategy reduce the total cost of ownership by an average of

26%



5. Managing Multiple HR Systems

24

The average number of HR/payroll systems used by multinational firms



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SOURCES:
(1) *Trends in Global Employee Engagement*, Aon Hewitt, 2011 (2) *ADP RI: Global HCM Decision Maker Survey Jan 2014* (3) *ADP HR Transformation Report*, ADP, 2010 (4) NelsonHall, 2011 (5) *ADP RI: Global HCM Decision Maker Survey Jan 2014*, ADP Research Institute, May 2011

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