

How ThaiRe, Asia's Leading Reinsurance Company Unified HR Operations Across 5 Entities & **Saved 50% Time on HR Processes** With PeopleStrong

Unlocking the true potential of 500+ Employees by shifting to PeopleStrong's Integrated HR Tech Platform



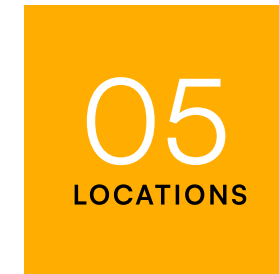
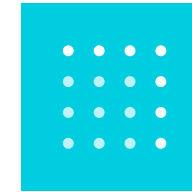
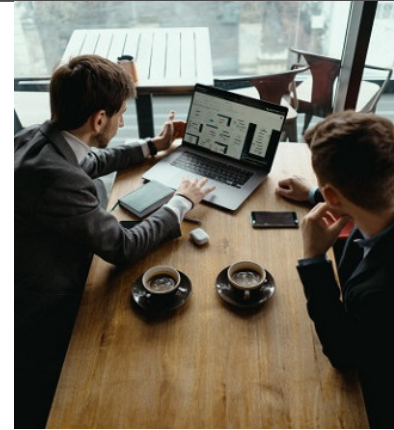
About Thai Reinsurance Public Company Ltd.



Our industry has completely changed over recent years; especially more so now, as a result of the impact of COVID-19. I believe that our move to work with PeopleStrong to digitally transform our approach to HR is timely and the right step to innovation and sustained growth. ”

WICHAI CHAOCHAICHAROENKUL

Senior Vice President,
Human Capital Management & Development, ThaiRe



The Challenge

With the goal of becoming Asia's most comprehensive and innovative reinsurance company, ThaiRe was set to leverage people and technology to scale optimally. But with a combination of different HR systems (outsourced vendors + legacy systems + spreadsheets) put together, and varied workflows in its 5 different entities, ThaiRe faced multiple hurdles in automating their HR processes and streamlining their workforce management.

Core HR processes such as payroll, leave, time & attendance needed a rehaul as they were managed manually on spreadsheets. Additionally, with each entity following different approval workflows, the work was cut out for the insurance giant. There was an immediate need to digitize and unify its HR operations through a modern, comprehensive, agile HR Tech platform.



The Problem



Inability to Scale

- Dependence on legacy enterprise systems/manual paths rendered core HR processes such as Payroll, Leave & Approval, more complex than they needed to be, leading to poor employee experience
- Workflows were not automated leading to delays



Disparate Workflows across Entities

- 5 different entities meant 5 different approval workflows
- All operations from HR to Management followed different structures basis locations & work practices



Siloed People Technology

- Modules such as Learning & Development, Performance, Exit, Onboarding, Promotion Confirmation & Transfer, worked in isolation
- High data opacity with no real-time insights on people data



Lack of On Human Capital Management & Development, ThaiRe-The-Go functionality for HR Tech

- No geofencing/remote attendance marking during the pandemic
- Lack of Employee Self-Service (ESS) meant increased dependence on HR teams



The Solution

A system built for streamlining HR Processes: PeopleStrong worked with ThaiRe's HR, IT & Finance teams, to leverage HR technology in integrating all the HR processes from Payroll to Exit under one umbrella.

Modules Implemented PeopleStrong HCM



Our investment in technology will help us mine the value of information and data to achieve insights at scale, leverage a single-source-of-truth data repository, and make better and faster business decisions ”

WICHAI CHAOCHAICHAROENKUL

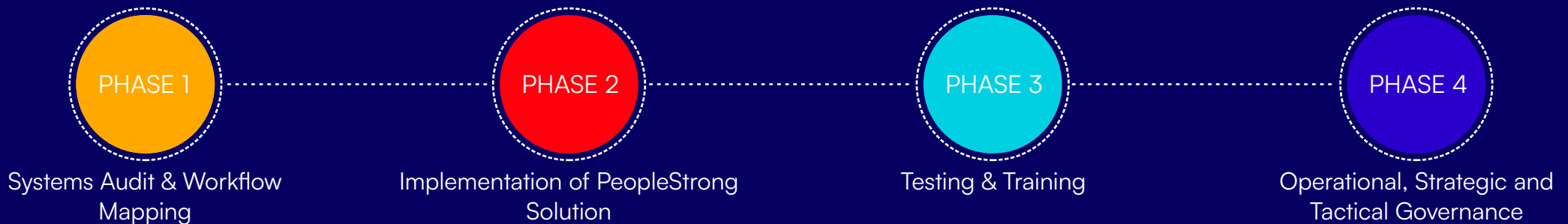
Senior Vice President
Human Capital Management & Development, ThaiRe



Bringing Thaire's Digital HR Transformation to Life

- ✓ **A New, Unified System to Manage the Entire Employee Lifecycle**
A unified & mobile-first approach to manage HR processes and deliver a superlative experience to the employees
- ✓ **Common Platform Across all Geographies**
Implementation of multiple country-wise policies on the same platform. Dynamic workflow set-up for different entities to automate
- ✓ **Enhanced Capability Building for Goal-Oriented Performance**
On-the-go learning via Mobile / Web Browser / MS Teams / GoToMeeting for greater engagement and capability enhancement
- ✓ **Agile Performance Management for an Agile Organization**
Multiple goal frameworks (MBO, BSC, OKRs) to manage bi-annual performance reviews and build a culture of continuous feedback
- ✓ **Comprehensive Reports & Dashboards**
With all the data in one system, robust analytics, and a suite of built-in & customizable reports, ThaiRe was able to drive insight-led decision-making

Implementation: Rigorous Governance & A First-Time Right Approach



The Impact



90% Mobile adoption within first 3 months of Implementation



100% Accuracy in geofencing & remote attendance marking



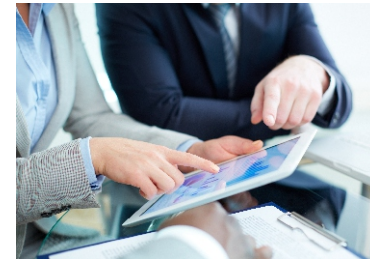
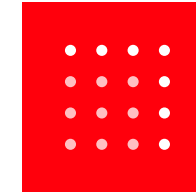
50% Time saved through automation of all HR processes



100% Improvement in Payroll TAT across all entities



90% Improvement in Payroll accuracy



Unlock The True Potential Of Your Workforce With PeopleStrong

Get in touch with us for a complimentary consultation
or demo

Schedule a Call Today!

