



BIPO x SMEs Go-Digital Business Transformation Series

Digitalisation Helps Spur Business Growth

Workforce management, digital solutions to aid business expansion

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During a business expansion...



When your business expands...

- Talent Attraction & Retention
- More complicated payment process – to employees/ vendors/ etc.
- Workforce Management
 - Time & attendance
 - Leaves
 - OT pay
 - Onboarding/ offboarding
 - Training
 - Performance management
- Productivity/ Efficiency
- Digitalization, etc.

If you are going overseas...

- New market analysis:
 - Business environment stability
 - Client network
 - Vendor network/external partnership
 - Talent supply & demand
 - Cost – people, raw materials, tax, etc.
 - Local legislation/ market practice, etc.
- Legal entity setup
- Bank account setup, etc.
- Getting your starting crew and start sailing!
- Start managing your workforce!

...and many more!

COVID accelerated “Plus One” / “Glocalization” strategy

“Plus-One” could be the answer for global supply chains.

- *Chartered Institute of Procurement & Supply (CIPS)*

COVID has added new urgency to finding a second choice (or more) in preparation of any potential crisis on a global scale.

- *Toll Group*

- **Apple** has moved various Supply Chain functions to **Brazil, India, Mexico, Vietnam**, etc. locations
- **Equinix** expanded in **Indonesia** for a USD 74 mil. Int’l Business Exchange™ (IBX®) Data Center
- **Kellogg’s** changed supply chain model from “centralized” to “spread-out suppliers” that are nearer to the key markets

- **Nike** has been relocating parts of their Global Supply Chain to **Southeast Asia and Africa**
- **Under Armour** is moving Global Supply Chain ops. to new locations like **Vietnam, Jordan, Philippines and Indonesia**
- **VF Corp.** moved their Asian Supply Chain hub from Hong Kong to **Singapore**



Plus-one target destinations included **Bangladesh, India, Indonesia, Malaysia, Pakistan, Philippines, Thailand, Vietnam**, etc.



June 2022 Issue

Understanding the Lao Labour Law & Employment Regulations



August 2022 Issue

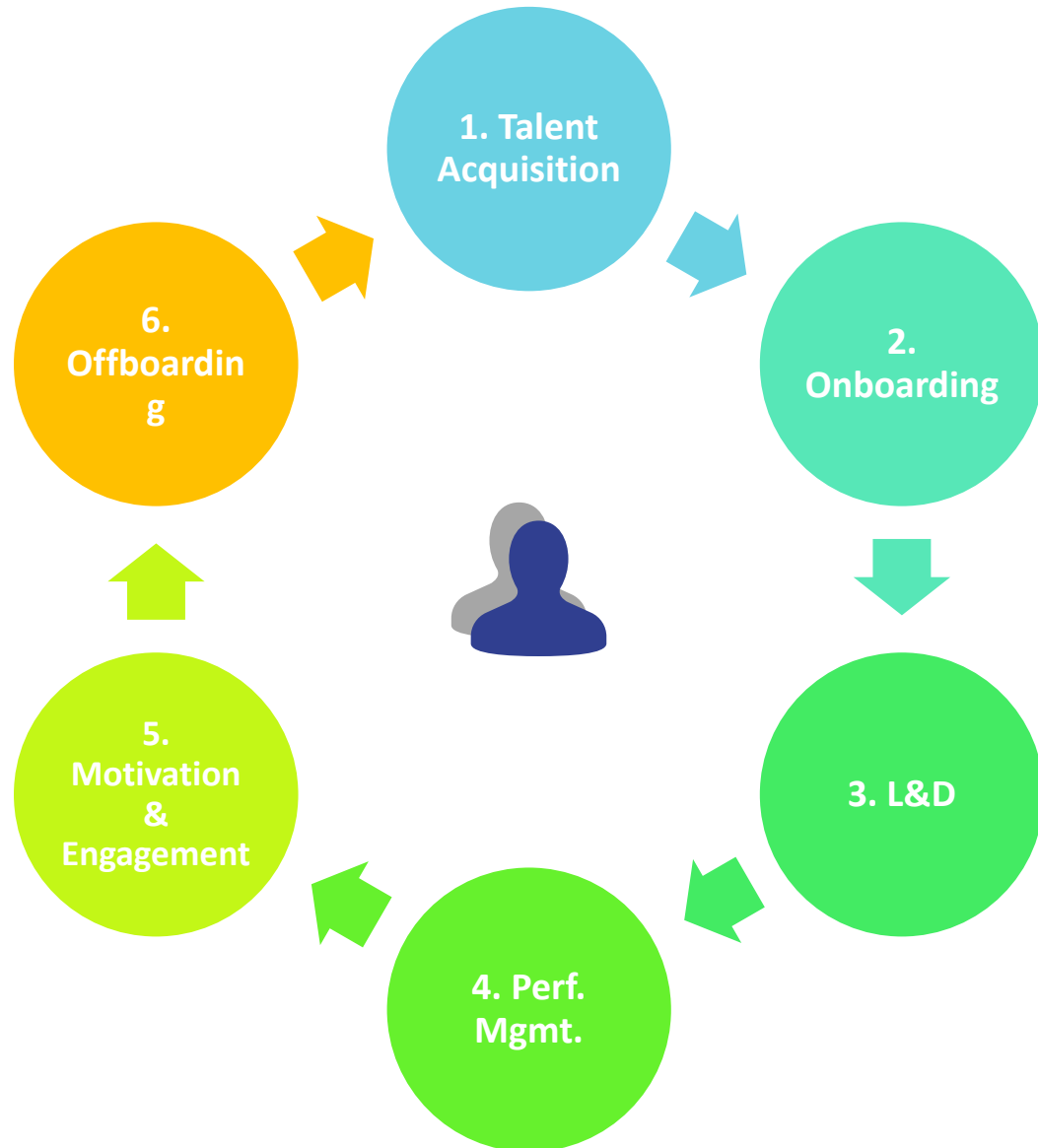
Understanding Brazil Labour Law & Employment Regulations



September 2022 Issue

Understanding Bangladesh Labour Law & Employment Regulations

From Talent's perspective – what's your pain point(s)?



- Talent acquisition
- Contracting, with local compliance
- Compensation & Benefits package, with local compliance
- Onboarding
- Training
- Payroll
- Performance management
- Employee engagement
- Retention
- Separation

Opportunities

01



Digitalization

- When it comes to a new location, you don't have a complicated systems in-used ; thus, it's a good chance for you to look for a comprehensive digital HR solution
- From the scratch, can start to digitalize a lot of processes

02



Workflow Optimization

- Take this chance to standardize/tidy up the HR/work processes and organization structure
- Introduce/integrate new system(s) with existing new system

03



Workforce Reshape

- Implement more analytics tools, with various dashboard, more BI can be introduced
- Can manage different types of employees (e.g. Office vs. Warehouse)

04

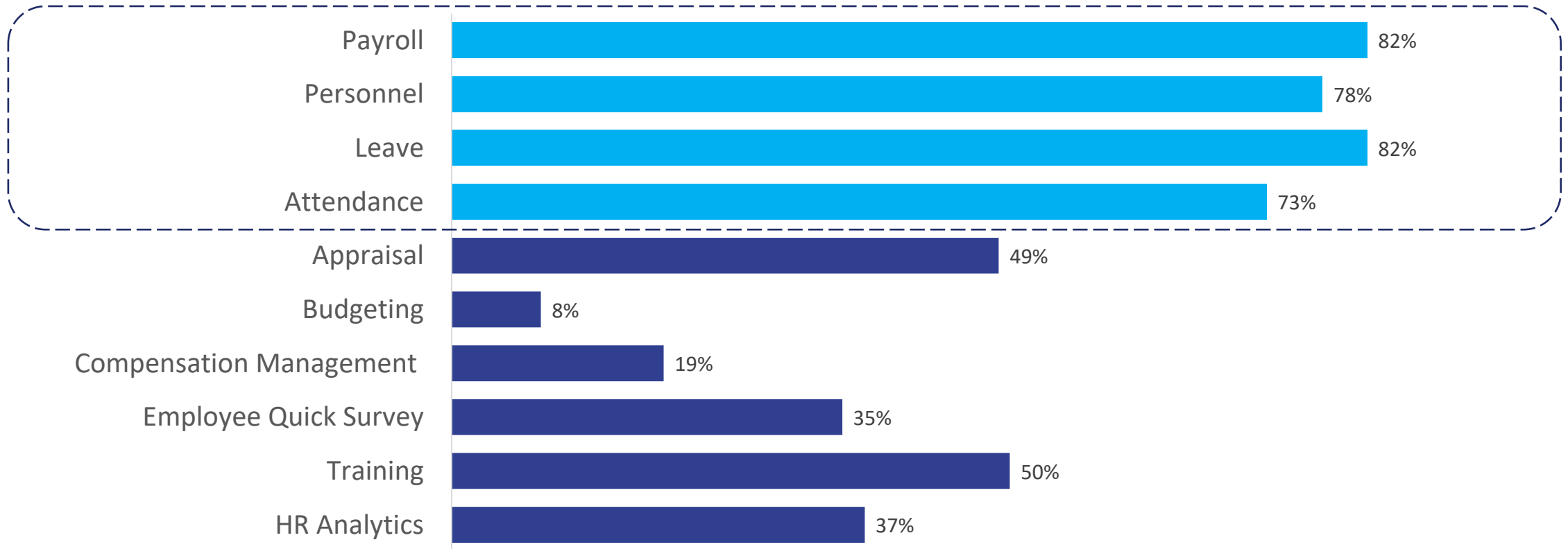


Value Proposition

- There will be chance for you to solidify the strategies & policies
- Meanwhile, you could also promote the company's EVP (Employee Value Proposition)
- Would enable you to promote DEI as well

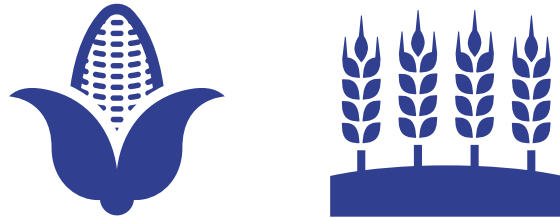
About 80% of companies make use of core HCM modules

Which of the following HRMS modules that you are currently using? – in the APAC Region
(prevalence(%) for each module)



Case Study – sharing of a success story

A food processing solutions company...



...effective workforce management through digital HR solutions

About Client

- Industry : **Food Processing**
(Food Processing equipment manufacturing and solutions)
- Involved Headcount : **100+**
- Geo. Coverage : **6 markets in Southeast Asia**

Scope

- **HRMS** – Personnel, Payroll
- +
- **Payroll Outsourcing**
- +
- **HR Consulting** – *Salary Structure, Mobility/Expat Package, Merit Increase, Bonus Payout, etc.*

Real Case Study (1/3)

HCM Digital Solutions + Payroll Outsourcing + HR Consulting



CHALLENGES

- **Multiple markets** across the APAC region, with **multiple business entities** – completely **decentralized** policies and work process
- **Lack of local HR resources** to manage the workforce efficiently and get updated on the market practice/legislation
- Excel processes were the major way for the **HR/Payroll management** in the past



Real Case Study (2/3)

HCM Digital Solutions + Payroll Outsourcing + HR Consulting



SOLUTIONS

- With considering the disparate situation in each market, BIPO had come up with a few suggestions for this company as a holistic solution:
 - **HCM Digital Solutions** – Personnel & Payroll module
 - **Payroll Outsourcing**
 - **Compensation & Benefits Consulting**
- Reviewing the current setup and needs, Personnel and Payroll modules were identified to be implemented as a pioneer of the HRMS, to manage the workforce & payroll
- For two of the markets, due to the resources /cost-effectiveness, Payroll Outsourcing approach was adopted
- Together with the on-going HR policy review, BIPO supported this company in the consulting works including Job Grading, Market Benchmark, Mobility (package review), Bonus review, Budgeting, etc.



Real Case Study (3/3)

HCM Digital Solutions + Payroll Outsourcing + HR Consulting



BUSINESS IMPACT

- With this combined approach, the **HR effectiveness** was lifted up
- Data can be stored in a systematic and accessible way
- At the same time, BIPO's HR consulting team was involved to support in the Compensation & Benefits / HR process
- All these support the company to manage the workforce effectively, with limited resources



Business growth in different stages

I. Start-up : To Explore

Wishlist

- Someone on the ground to handle the tedious process, e.g., employment, payroll, payment, etc.
- provide initial HR advice and local legislation

II. Build-up : To Operate

- Explore the effective ways to support business process
- Started talent development – to enable the team to manage business locally

III. Build-out : To Grow

- Continuous talent/org. development – to enable the team to manage the fast-growing business
- An effective & easy-to-configure system to manage the business process
- Manual works/processes should be minimized

IV. Enterprise : To Manage & To Enhance

- An effective & easy-to-configure system to manage the business process
- Manual works/processes should be eliminated
- Focusing on Talent Management & Employee Experience
- Analytics to support future planning & decisions
- Change management to ensure smooth transformation



Contact Us



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THANKS