

Case Study

Global Manufacturing: Streamlining Global HR Data Collection with Custom Development

A global leader in manufacturing faced a complex challenge: they needed an efficient way for their Human Resources (HR) department to solicit and manage data from employees worldwide. The solution required the ability to create and manage a variety of question types, such as drop-down lists and checkboxes, open-ended questions with conditional logic to present different questions based on previous responses. The stakes were high as the solution needed to be delivered within a tight three-month timeframe and support 13 different languages within just one month of going live.

The traditional methods of data collection were proving to be insufficient for their needs. Manual data entry was prone to errors, and the process lacked the flexibility needed to handle such a diverse and global workforce. The company required a solution that was not only robust and scalable but also easy for HR to use without requiring extensive technical knowledge.

To address these challenges, we developed a custom application specifically tailored. Our solution allowed HR to easily create,

modify, and manage questions and question types through an intuitive interface. The built-in conditional logic enabled the dynamic presentation of questions based on user responses, ensuring that data collection was both efficient and accurate.

Given the global nature of the workforce, supporting multiple languages was a critical requirement. We implemented a sophisticated language management system that used Excel outputs to export the English version of the questions. These were then sent to a translation service, which provided translations in the required languages. The translated content was imported back into the system, with tokens and language codes ensuring accurate deployment. The system automatically applied the appropriate language based on the user's location and language preferences, making the application truly global.

Despite the tight deadline, the project was delivered on time, meeting all requirements and exceeding their expectations. The system's ease of use meant that HR could manage the entire data collection process without needing technical support, freeing up resources for other critical tasks.

The results were significant. This powerful tool not only streamlined their global HR data collection process but also ensured accuracy and compliance across all regions. The flexibility of the system allowed them to adapt quickly to changing requirements, and the multilingual support ensured that all employees, regardless of location, could easily participate in the data collection process.

Through this project, we showcased the value of custom development in solving complex, global challenges.

CHALLENGES

- Efficient solution for global HR data collection across all employees worldwide.
- The system required the ability to manage various question types, including conditional logic for dynamic question flows.
- The solution had to be delivered within a tight three-month timeframe.
- The system needed to support 13 different languages within one month of going live.



SOLUTION

- Developed a custom application allowing HR to create, modify, and manage questions with ease.
- Implemented built-in conditional logic to dynamically present questions based on user responses.
- Established a multilingual support system using XML outputs for translation, with automatic language pack deployment based on user location.
- Delivered the project within the three-month deadline, ensuring full functionality and language support.



SOLUTION

RESULTS

- Successfully streamlined their global HR data collection process, ensuring efficiency and accuracy.
- The system's flexibility allowed for quick adaptations to changing requirements, enhancing overall usability.
- HR could manage the process independently, reducing the need for technical support and freeing up resources.
- Multilingual support ensured that all employees could participate, regardless of location, boosting engagement and compliance.



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