



## Hill International

At Hill International, a professional services firm focused on the construction industry, people are their product – the company’s mission is to help clients deliver their projects on time, within budget, and with the highest quality possible.

With over 2,600 professionals in 80 offices worldwide, Hill has the resources – and the experience and expertise – to meet this challenge, but to do so an HRIS system was critical.

### THE CHALLENGE: GLOBAL HR MANAGEMENT

NuView Systems has provided Hill International’s employees, managers and executives with an HRIS platform that has helped the company enhance its infrastructure and to scale in size and effectiveness. With its worldwide employee base, Hill International needed an advanced HRIS platform that not only addressed all aspects of HR -- managing advanced workflow processes, performing performance reviews, coordinating the approval process -- but also support its operations around the world. Prior to using NuViewHR, Hill International found it difficult to implement effective processes for all of their HR needs across its global locations. Hill International needed an HRIS platform that could reduce confusion when employees moved between countries and projects – a key to increasing employee productivity.

### NUVIEWHR CONSOLIDATES EMPLOYEE AND MANAGER HR FUNCTIONS INTO AN ALL-IN-ONE PLATFORM

NuViewHR has had a tremendous impact on the strategic relevance of HR at Hill.

One of the key benefits of NuView’s platform is its ability to consolidate global employee data and all HR management functions under a single platform – going beyond core HR & Benefits Administration and including strategic functions like Performance Management and Compensation.

NuView’s Performance Management module has created a much greater visibility into performance reviews across the organization, enabling every employee (both U.S. and International) to know his/her immediate supervisor – even when moving between countries and projects.

The same portal used by employees and managers to manage HR functions is being used to deploy Performance Management and Compensation, providing these benefits:

- No need for back-end integration
- Sign on management, role-based security
- Reduced time and cost for change management internally.

NuViewHR allows real-time access to the current employee count, recent new hires and past and future terminations — information which is automatically pushed out (through QlikView dashboard) to Hill’s Senior Management for review.

NuViewHR is Hill International’s global employee data system of record, housing this information in a single, dependable repository. Several of Hill’s interfaces (financials, CRM, etc.) now originate from NuViewHR, creating consistency throughout the organization.

#### INDUSTRY:

Consulting Services

#### NUMBER OF EMPLOYEES:

2600

#### NUMBER OF LOCATIONS:

80

#### MODULES LICENSED:

- HR & Benefits
- ESS
- MSS
- Candidate Self-Service (CSS)
- Recruiting Management
- Training Administration
- Performance Management
- Succession Management
- Compensation Management

#### CUSTOMER SINCE:

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*“NuView Systems has become a meaningful partner to support Hill’s global human capital management needs, producing very positive outcomes”*

*“NuView’s mission is ‘Making HR Strategically Relevant’ for its client/partner companies, and they’re on the way to making this a reality at Hill International”*

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Hill International's roll out of NuView's Compensation Management module, one of its strategic HR options, has enabled supervisors to better manage the compensation of employees around the world through centrally maintained data that can be included in user-friendly standard or adhoc reports.

And, unlike competitive HR systems, NuView provides Hill with the ability to manage multi-national currencies and languages.

## PROVEN RESULTS WITH NUVIEWHR

NuView's HR System extends beyond the HR Department. C-level Managers at Hill note that the system has had a direct impact on the bottom line.

With NuViewHR's help, Hill International has been able to cut down on-boarding time of new employees from 10 days to between 1 or 2 days, allowing billable resources to become available much earlier than in the past.

NuViewHR's Manger Self-Service (MSS) portal has significantly reduced the number of calls into the company's HR Department. MSS allowed Hill to implement approval processes and advanced workflow processes for diverse processes such as:

- On-boarding
- Promotions
- Salary changes
- Employee Transfers
- Employee reviews

## MEETING COMPLIANCE REQUIREMENTS

Since implementing NuViewHR, SOX remediation tasks on employee records went from an average of 48 open tasks, to 28 open tasks and then zero open tasks. Hill has saved as much as \$25,000 on reduced compliance and audit fees from remediation around employee related processes. NuViewHR also provides standard compliance reports for EEO, VETS and OSHA to help Hill produce these required government reports, and continually monitor trends and statistics on their workforce regarding diversity, hiring practices and health and safety.

## THE FUTURE WITH NUVIEW

Hill International continues to grow with an average of 50-100 job openings per month. The company will continue to look to NuView and its HRIS platform to support their HR needs worldwide.

The status of the NuView system is discussed at every board and senior management meeting, demonstrating the far reaching effects that this system has on the entire enterprise. Hill's employee base has responded positively to the new HR system and the effort to bring additional functionality to employees in the future will be minimal because all modules use the same database and user Interface, reducing or eliminating the learning curve for users.

"NuView Systems has become a meaningful partner to support Hill's global human capital management needs, producing very positive outcomes," stated Michael Petrisko, CIO of Hill International. Cathy Emma, Hill SVP/CAO stated, "NuView's mission is 'Making HR Strategically Relevant' for its client/partner companies, and they're on the way to making this a reality at Hill International."



## ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced technology, across the enterprise, on a worldwide basis. NuView Systems's clients use our flexible technology to achieve their HR strategic vision. These organizations enjoy improved organizational effectiveness and global recognition for the strategic delivery of HR & Payroll services to their employees.

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