

Data integration and other tech tools to support mobility programs

Integrating mobility program information with human resources, payroll and other corporate data systems is critical, but given the range of employee assignments and locations, this can be very complex.

Integration

Critical two-way communication

When the organization's mobility program is coordinated by an outside relocation management company (RMC), the integration must flow in both directions between the RMC and the client. Here are the most common types of mobility data integration approaches used by RMCs and global corporations today:



Manual Data Integration

Sharing files manually (outside of an automated system) provides greater control and reduces the risk of incorporating bad data sets. The down-sides, of course, are the labor-intensiveness of the process and the potential for introducing data entry errors.



Human Resource Information System (HRIS) and Mobility Platform Data Integration

In this configuration, specific data fields auto-populate. Used in high-volume situations with a high level of confidence in the data – such as employee names, titles, compensation, location, contact information and similar records.



Push and Pull

This is a more complex process in which data files are linked through a web service or a File Transfer Protocol (FTP) site. End users cannot access client/RMC systems directly, but data is exchanged in agreed-upon formats to streamline and automate recurring processes like tax reporting and invoicing.

Dashboards

User-friendly access to necessary data

Ideal mobility software platforms deliver user-generated reports through customized dashboards. Clients and RMCs partner to create real-time, user-friendly, customized views of the data – for example related to new moves, exceptions, home sale metrics and other critical measures.

Platforms

The right home for the mobility IT service

There are a variety of mobility software platforms designed to support the corporate mobility function. Multiple options related to cloud-based capabilities, mobile views, enhanced reporting and diverse analytics features give companies many excellent options for this basic service.

ORGANIZATIONS SHOULD CONSIDER THE FOLLOWING FACTORS WHEN CHOOSING THEIR IDEAL MOBILITY IT PLATFORM:

- > Can it match the company's need for domestic and international capabilities?
- > Where is the data hosted – on site, at the RMC or in the cloud?
- > To what extent can it be customized?
- > What are its workflow capabilities?
- > How quickly can it be implemented?

Enhance your Mobility IT -Choose a feature-rich platform with dashboard access and integrated systems.



KEY TAKEAWAYS

1

Mobility IT platforms offer impressive options for tracking and reporting on relocation activity

2

Integrated systems with dashboard access greatly enhance the ability to track and report on activity

3

Mobility-related IT integration functions should be automated whenever possible

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