

IPC China: Managing All HR Modules on A Single Online Platform

Company Profile

Since 1957, IPC has been guiding the electronic interconnection industry through dramatic changes. IPC is the only trade association that brings together all of the players in this industry: designers, board manufacturers, assembly companies, suppliers, and original equipment manufacturers. More than 5,800 companies around the world depend on IPC programs and services to further their competitive excellence and financial success. As a member-driven organization and leading source for industry standards, training, market research and public policy advocacy, IPC supports programs to meet the needs of an estimated \$2 trillion global electronics industry.

IPC's global headquarter is located in Bannockburn, Illinois, USA, and its APAC headquarter is located in Qingdao, China, with offices in Shanghai, Beijing, Suzhou, Shenzhen, Chengdu, Taipei and Bangkok in Thailand.

The Challenge

The employees of IPC China are scattered in different locations throughout the country. As the payroll and social benefits policies vary from city to city, IPC China started to work with ADP several years ago, to consolidate the payroll and social benefits management through ADP's payroll solutions.

Previously, IPC China used to manage leave and performance by emails and paper files. Since the offices are scattered in different locations, this traditional approach has many inconveniences in terms of both process and time and labor needed. Therefore, the company hopes to manage all HR modules on a single online platform, so as to streamline the process, save manpower and improve work efficiency, while further enhancing the user experience for employees and managers.

The Action

As IPC China had already adopted ADP's payroll solutions, after comprehensive evaluation of various factors including brand awareness and product integration, the company decided to further introduce ADP's newly launched iHCM 2 solutions, to manage various HR modules including payroll, time, CoreHR, performance, learning and recruiting on a single platform, with the aim of achieving complete online management of human resources and process optimization. In the meantime, employees can access all modules via the same account, without the need of managing several accounts.

In March 2020, ADP successfully launched the CoreHR module of iHCM 2 for IPC China, and the modules of performance, learning and recruiting were launched later in July. The implementation process had gone through the outbreak of the pandemic. "In general, the project launch has been quite smooth. Whether it is in the test or later stage, ADP is very responsive whenever we encounter any problems. ADP has a good control of the overall project process," said Chris Hao, HR and Admin manager from IPC China.



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Chris Hao

HR and Admin manager, IPC China



The Impact

Now that the project is launched, one of the direct changes is that all employee information can be recorded and presented through one platform, which not only makes it easier for HR to search and manage information, but also improves the experience for employees and managers. For example, team leaders can now view the performance of all his or her direct reports in an intuitive way on iHCM 2, without the need of turning to HR to get the information.

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Another advantage of ADP solution is that it can be accessed from multiple devices including desktop, tablet and mobile phone. IPC China’s employees can now view their pay slips, submit leave applications, or learn about their performance and learning status anytime anywhere through Wechat on their mobile phones. It brings a lot of conveniences to employees and therefore enhances their experiences.