



Master System of Record (MSoR) and Enterprise Data Dictionary for HR

Managing a Global Workforce

When it comes to managing a global workforce, three key factors come into play from an HR technology standpoint:

1. How to create and maintain common records for names, definitions and attributes to be captured in an information system or database? (**Data Dictionary**)
2. How to centralize, consolidate and manage critical HR data across systems in order to maintain consistency, accuracy and strategic insight? (**Master System of Record - MSoR**)
3. How to create, maintain and monitor positions, entities, job attributes and more in a way that defines the attributes and reporting structures across the organization? (**Position and Entity Control**)

To some degree, most of these are handled within the organization already but, in many cases, the information is dependent on manual efforts by a team of HR administrators. There is a better way, and Sapien is at the forefront of this evolution with its dynamic HR technology platform and why we are uniquely positioned to deliver industry-leading capabilities in these areas.

Data Dictionary

A data dictionary provides a descriptive list of names, definitions, and attributes of data elements to be captured in an information system or database, with a goal of achieving consistently defined and standardized data for easy data comparison and reporting. Properly envisioned and implemented, a data dictionary helps solve for common inconsistencies across the data, which is especially meaningful for global organizations where employee names, titles, benefits, job functions and more can have terrific variability from country to country.

Sapien has a long history of working with organizations to create common data repositories, which will minimize the time and effort of this important task, and Sapien will lead your team in defining exact requirements, contents, testing and evaluation. Once achieved, the data dictionary integrates into the next critical component, the Master System of Record (MSoR).

Master System of Record (MSoR)

Let's face it: HR in global organizations faces huge challenges in managing a global workforce, especially when faced with de-standardized employee data in de-standardized systems of record, and an employee-based reporting structure which is still all too common for many growing organizations. And, if that isn't challenging enough, the problems expand exponentially when trying to divest or combine entities.

So, what are those problems? Here are just a few:

- Multiple general ledgers, employee records, and system interfaces in multiple systems constitute global barriers to compliance and growth.



- ⌚ Globalization has fundamentally changed the way businesses operate, which impacts efficiency and can fail to provide enterprise visibility.
- ⌚ Disparate systems impact mobility as they increase operational costs, require a larger IT footprint, limit real-time workforce reporting, impact global operational efficiency, increase training and ramp up time from region to region, and more.

Properly adopted and implemented, maintaining an MSoR enables companies with a host of benefits, from reduced cost and increased efficiencies, to data integrity and simplicity of reporting. But the real values are probably best stated as follows:

- ⌚ Enabling companies to manage compliance and localization across regions as they expand or merely activate on their global footprint
- ⌚ Make possible rapid workforce data integration during mergers/acquisitions/corporate transitions
- ⌚ Allow for real-time decision-making and workforce planning that is made possible through common HR analytics
- ⌚ Reduce IT overhead and streamline data management by avoiding the impact of disparate data flows across geographies

By implementing an MSoR, evolving organizations can:

- ⌚ Reduce the cost of hardware, maintenance and license fees that become significant costs for the organization
- ⌚ Consider and replace existing payroll vendors for those offering better pricing/service
- ⌚ Ensure consistent data, streamlined processing, and the ability to leverage markets and suppliers
- ⌚ Prevent accidental duplicate data entry errors while ensuring the integrity, accuracy and timeliness of the data across borders is maintained
- ⌚ Improve an organization's agility and the speed by which it can embrace new initiatives by providing easy access to a centralized system of record for talent for evaluation, development, and promotion

Position and Entity Control

Position Control refers to the creation, maintenance, and monitoring of positions, entities, cost units, budgets and more across the entire organization. A strategic HR framework, position control structures HR around positions, and allows an organization's HR to be implemented and managed based on a hierarchy of positions in which the position information is stored and updated separately from any employee information. It allows for organizations to be looked at on a position to position, person to person, mentor to mentee, among other dynamics.

Unfortunately, most HR systems still support employee-based rather than position-controlled hierarchies and the lion's share of companies have come to accept this hierarchical structure and the resulting manual attention that it requires.

In practice, accepting this limitation means added work and reduced functionality. That's because a position and entity controlled solution allows for budgeted positions and position allocations to be easily compared against actual budgets, and allows vacancies to be identified easily. One doesn't need to operate under this limitation, and Sapient has proven the value of the position and entity controlled structure.

Entity Control facilitates robust governance, financial transparency, and jurisdictional compliance as it focuses on maintaining the integrity of organizational units such as departments, cost centers, and legal entities. Combined, position control and entity control allow for improved regulatory compliance, accurate reporting and audit trails, better organizational mapping and accountability, and more.



Sapient is the Ideal Partner for Managing Your Global Workforce

Built for Position and Entity-Based Control

Unlike traditional HR platforms that are employee-centric, Sapient is architected to be inherently position and entity-based, supporting 1:1 mappings between people and roles, and flexible relationships (e.g., position-to-position, person-to-person). This supports the structural precision needed for MSoR, entity governance, and real-time talent analytics.

Centralized, Global-Ready MSoR Capabilities

Sapient consolidates disparate HR data from disparate HR sources into a single MSoR source of truth, as it supports global compliance with multi-currency, multi-lingual, and jurisdiction-aware features, and empowers strategic workforce planning with real-time insights and analytics dashboards

Rapid Deployment and No-Code Configuration

Sapient is uniquely agile. The platform can be deployed in as little as three months and configured using its no-code toolkit, enabling organizations to align quickly without lengthy implementation delays—an essential advantage in M&A or divestiture contexts.

Proven Success in High-Stakes Transitions

Sapient has consistently demonstrated excellence in managing complex organizational changes that reflect our capability to function as a strategic MSoR. Having cut our teeth on the highly challenging divestiture market, Sapient has the ability to ingest information from multiple sources rapidly, with upwards of 80% of data capable of being incorporated onto the platform in 7-10 days.

Scalable, Secure, and Interoperable

Sapient was built to ensure scalability, security and rapid deployment. That is why Sapient leads the journey to incorporate an auditable and configurable data dictionary; is architected on a position and entity control platform; and provides clients with a 24/7 global managed services team and HR transformation experts. Our goal is to provide what you need to evolve and continue to evolve as business changes.

The Future of HR Starts with Sapient

A well-implemented MSoR, powered by a solid data dictionary and organized around Position and Entity Control, allows HR to transform from an administrative function to a strategic enabler. Sapient Software delivers this transformation through our enterprise-grade platform that combines robust architecture, rapid implementation, and unmatched support.

If your organization is facing complexity from growth, M&A, or system fragmentation, Sapient should be your partner to establish a resilient, future-ready HR solution that evolves as you do.

Learn more at www.sapientsoftware.com