



Transforming a Task-Intensive Process Into a Hands-Off Program

Understanding that today's workforce is driven by data, Motus provides employers and their mobile workers with the actionable insights and tools needed for a successful move. Our world-class solutions support companies with everything from equitable compensation calculations between multiple locations to understanding relocation-related expenses and needs. With comprehensive data, Motus empowers employers to win the war for talent while getting the most from their budget.

.....

INDUSTRY

Retail

COMPANY SIZE

Large

MOTUS PRODUCT

Living Cost

.....

BUSINESS CHALLENGES SOLVED

- Reduced administrative time to manage program
- Increased employee satisfaction, while keeping costs in compliance

“ I mostly run COLAs and Lump Sum calculations for corporate clients who are relocating their employees. The speed and accuracy of the information is key to determining their benefits.”

—Mid-Market Relocation Consultant



Challenges

Today, employees are used to wearing many hats in one job function. With companies reducing expenses or growing while trying to minimize operating costs, it has become the norm. For a large national retailer, this was exactly the case. To say the HR manager, who handled corporate relocation, was stretched thin is an understatement. Before talking to Motus, this retailer had a “receipt intensive” program. Each transferee had a certain number of days allowed for a home finding trip which included airfare, rental car, hotel, food and other miscellaneous expenses. Employees would have to pay for the trip with personal funds and then submit their receipts for reimbursement. One trip could generate 40-50 receipts. The HR manager had to manually audit each trip to be sure employees were in compliance with company policy. With over 200 relocations a year that could mean as many as 10,000 receipts annually. And this was only part of their job!



Results

Motus met with the HR team and reviewed their policy and process. As a result, we highlighted all of the administrative inefficiencies and offered a better solution. Motus recommended that this retailer move to a Lump Sum Allowance program. Moving to this program meant that the company would provide a lump sum of funds based on family size, company policy, distance and pre- and post-move destinations, in advance of the home finding trip. This change in their relocation reimbursement process greatly reduced the administrative time to manage the program while enhancing its flexibility, increasing employee satisfaction and keeping costs in compliance. A win for both the company and their employees.

Learn how Motus can help you.

REQUEST A DEMO TODAY!