HOW GKN ALIGNS EMPLOYEE GOALS TO COMPANY OBJECTIVES AT SCALE

BUSINESS CHALLENGE

GKN (LON: GKN) is a leading global supplier to the world's automotive and aerospace manufacturers. The company provides technology-based, highly engineered products to virtually all the world's major producers of automotive vehicles, military and civil aircraft, and aircraft engines.

A globally dispersed workforce and disconnected processes for performance goals meant the company's learning and development efforts were inefficient. The HR strategy in place did not link employee goals to the company's objectives. GKN needed to streamline and connect strategic human resource processes.

HOW SUMTOTAL HELPED

GKN implemented SumTotal's Talent Development suite applications to enable the company to align all employee activity with business objectives, streamline the global rewards process, and identify and retain top performers. GKN deployed SumTotal in 10 different languages to get a global view of its workforce.

ABOUT GKN

GKN is a global engineering business that designs, manufactures and services systems and components for original equipment manufacturers around the world. GKN operates four divisions: GKN Aerospace, GKN Driveline, GKN Powder Metallurgy and GKN Land Systems.

Approximately 56,100 people work in GKN companies and joint ventures in more than 30 countries. Their strong global presence creates a platform from which they can access fast-growing markets, positioning them well to serve their customers.

KEY METRICS

15%

15% reduction in administrative time spent on the appraisal process

Can now consistently measure performance and development across the organization

Workforce analytics leveraged to enhance decision making process

"SumTotal solutions enable our overall HR strategy to closely link employee performance with the organization's objectives. This further enhances our credibility with investors by demonstrating that we deliver on our plans, driving shareholder value."

CYNDIE STREATHER, HEAD OF REMUNERATIONS, GLOBAL HR SYSTEMS, AND BUSINESS PROCESSES

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