

InterContinental Hotels Group selects HRM Connect to improve global pay review

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Press Release

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IHG harnesses web and workflow technologies to streamline HR processes across offices worldwide and gain tighter control.

InterContinental Hotels Group (IHG) has invested in HRM Connect Pay Review to manage its annual pay review process for over 4,000 senior people across 20 global offices. Having recently successfully conducted its first annual pay review using the new system, the group is now planning to roll out additional functionality, including support for the US Adverse Impact legislation relating to minority and gender issues.

HRM Connect was selected to replace the existing labour-intensive spreadsheet-based application that was used by over 400 reviewing managers in the organisation. The new system has saved senior reward specialists significant amounts of time. Gemma Fox, reward administrator at IHG explains, "The previous system, while workable, was hard to administer and resulted in data integrity problems. We had to manually check and recheck information, wasting huge amounts of time."

With the new system all of the pay review data is held in a single online application accessible through IHG's intranet. Reviewing managers simply log on to the system and are provided with access to the subset of information they need to make their pay proposals. This provides much tighter control. Unlike spreadsheets, data can't be modified, people or review groups overlooked or wrongly allocated or budget guidelines accidentally modified.

HRM Connect is also helping IHG manage the process. Inbuilt workflow automatically triggers activities and reminders and routes pay proposals through IHG's approval hierarchy, something that had to be managed manually before.

The system has been deployed globally, with multi currency capabilities allowing local managers to work in their own currency. This is automatically converted to the base line currency used by IHG's corporate reward team.

According to David House, Senior Vice-President and Head of Reward at InterContinental Hotels Group, "HRM Connect gives us a complete overview of our merit review process worldwide, across all areas of our business, which would not have been possible before. It really does put us in the driving seat of the annual salary review, streamlining the process and saving us time."

Nicholas Bolton, Managing Director of HRM Software commented, "Like many forward thinking organisations operating on a global basis, InterContinental Hotels Group are looking to improve and streamline operational and HR processes. Pay Review, which is traditionally managed by many companies using

spreadsheet-based approaches, is an obvious candidate for improvement. HRM Connect Pay Review is an ideal solution for such organisations, enabling efficient processes to be put in place that assist with the management and control of a key HR activity. ”

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NOTES TO EDITORS

About InterContinental Hotels Group

InterContinental Hotels Group PLC of the United Kingdom [LON:IHG, NYSE:IHG (ADRs)] is the world's largest hotel group by number of rooms. InterContinental Hotels Group owns, manages, leases or franchises, through various subsidiaries, more than 3,500 hotels and over 539,000 guest rooms in nearly 100 countries and territories around the world. The Group owns a portfolio of well recognised and respected hotel brands including InterContinental® Hotels & Resorts, Crowne Plaza® Hotels & Resorts, Holiday Inn® Hotels and Resorts, Holiday Inn Express®, Staybridge Suites®, Candlewood Suites® and Hotel Indigo™, and also manages the world's largest hotel loyalty programme, Priority Club® Rewards, with almost 27 million members worldwide. In addition to this, InterContinental Hotels Group has a 47.5% interest in Britvic, one of the two leading manufacturers of soft drinks, by value and volume, in Great Britain.

InterContinental Hotels Group offers information and online reservations for all its hotel brands at www.ichotelsgroup.com and information for the Priority Club Rewards programme at www.priorityclub.com.

For the latest news from InterContinental Hotels Group, visit our online Press Office at www.ihgplc.com/media.

About HRM Software

Established in 1986, HRM Software pioneered software systems to support succession planning and leadership development within large organisations.

Today the company offers web native solutions for human capital management, HR administration, organisation charting and pay review. The company also develops bespoke applications based on its HRM Connect application platform. The company's products include: HRM Connect™ Executive, for succession and career planning, leadership development, HRM Connect™ Performance for online employee appraisals and performance management, HRM Connect™ HRIS – HR management system, HRM Connect™ Pay Review – a pay review management system and HRCharter™ for generating organisation charts from HR systems.

HRM has implemented solutions for many of the UK's top companies and clients include: The Co-operative Bank, BT, BUPA, BP, Standard Chartered Bank, Vodafone, ING Group, Heineken, Hansons, Rio Tinto, Allied Domecq, QBE, EDS (US) and InterContinental Hotels Group.

HRM Software has distributors worldwide including the US, Canada, Australia, Germany, Greece, Belgium, Mexico, Italy and Spain.

HRM's HRCharter is also integrated in HR information systems developed by Vizual, Intellect, Northgate (Rebus), Schlumberger Sema, Cezanne and Authoria.

HRM Software is an Oracle Certified Software Partner.

For more information please visit: www.hrmsoftware.com

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