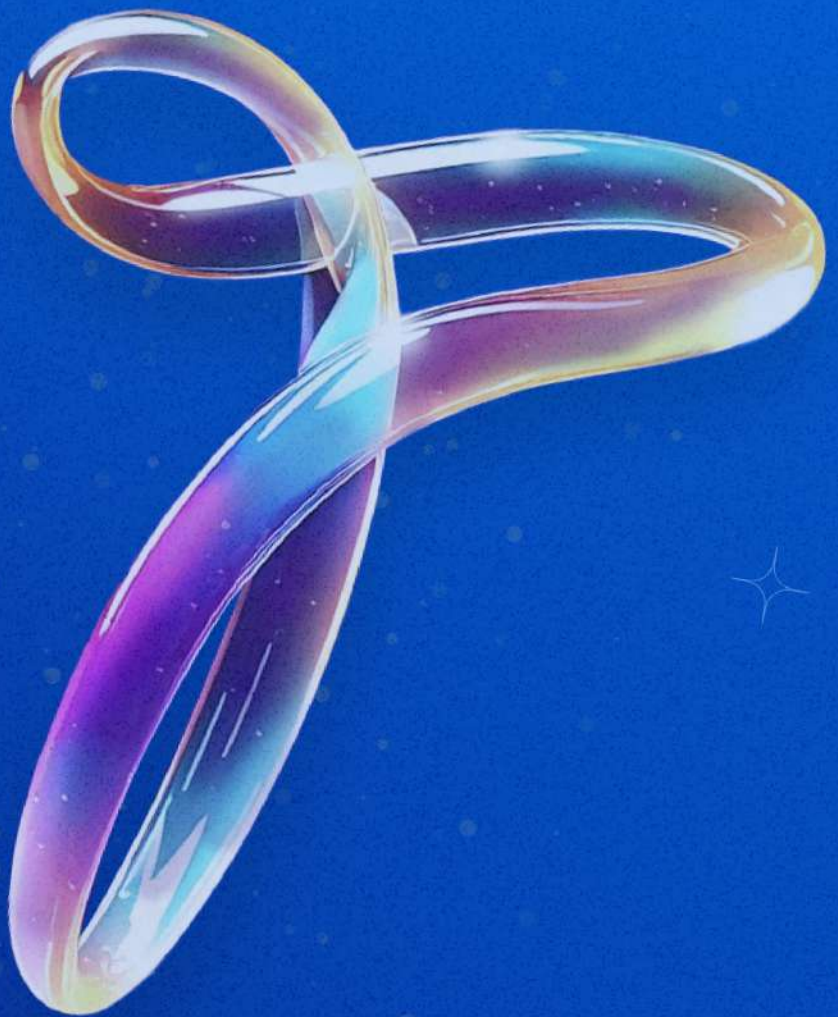


Straive Won Bronze for

Infi in multi-entity Unification



About Straive



As a leader in data analytics and AI operationalization, Straive goes beyond building cutting-edge solutions - they embed data and AI seamlessly into core enterprise workflows. This strategic integration enhances efficiency, elevates user experiences, and drives measurable revenue impact, helping clients gain a definitive edge over their competition.

Straive serves a wide spectrum of industries, including EdTech, Pharmaceutical & Life Sciences, Logistics, Supply Chain & Manufacturing, Research & Publishing, Information Services, EdTech, Banking & Financial Services, Retail Tech, Entertainment, and Media. Its client base spans over 30 countries, reflecting a truly global footprint.

With operations strategically spread across seven countries - the Philippines, India, the United States, Nicaragua, Vietnam, the United Kingdom, and Singapore (where it is headquartered) - Straive leverages a globally distributed talent pool to deliver scalable, high-impact solutions.

Problem Statement

Straive faced the complexity of integrating a growing workforce spread across nine countries, accelerated by both organic expansion and strategic acquisitions. Disparate, homegrown HR systems across entities hindered agility, compliance, and consistent employee experiences. The challenge was to unify HR operations under one global platform without disrupting localized processes or payroll cycles.

Challenges

- Consolidating HR data and workflows across 9 countries and multiple entities.
- Ensuring smooth onboarding across entities with focus on Candidate experience, while capturing region-specific documentation like multiple NDAs.

- Standardizing performance, engagement, and feedback processes across business units.
- Balancing region-level customizations with global consistency, audit-readiness, and mobile-first accessibility.
- Harmonizing time, attendance, and overtime (OT) policies with region-specific labor laws and business models.
- Workforce Management, allocation, with focus on skills.



Solutions Leveraged

Straive deployed Darwinbox as its global HRMS - standardizing core processes while accommodating localized configurations:

- **Talent Acquisition & Onboarding:** Automated requisition-to-offer workflows with Google suite integration and region-specific documentation handling.
- **Time & Attendance Harmonization:** OT caps, shift patterns, and regularization rules tailored per entity and geography.
- **Flexible Workforce Mapping:** Enabled allocations based on skills, roles and client alignment.
- **Unified Performance & Engagement:** Standardized Performance Management, feedback, and eNPS surveys across all entities.
- **Mobile-First Self-Service:** Delivered consistent access to core HR services via the Darwinbox app for both desked and deskless teams.
- **Reusable Configuration Templates:** Accelerated onboarding of new entities using standardized workflows and setup frameworks.



Impact & Outcomes

- **End-to-End HR Unification Across 9 Countries:**

Straive built a single, cohesive HR backbone across legacy and newly acquired entities - standardizing attendance, onboarding, and performance processes while retaining local compliance configurations.

- **Faster Post-Acquisition Activation with Zero Payroll Disruption:**

HR operations were rolled out immediately after each acquisition using pre-configured templates, ensuring payroll readiness and compliance continuity from day one.

- **Efficiency Gains Across Key Workflows:**

- One full man-month of reconciliation effort was saved monthly due to centralized time tracking and automated regularization.
- Across entities, 30–40 offer letters are now processed every month via entity-specific templates - eliminating manual coordination and ensuring policy consistency.

- **Repeatable M&A Playbook and Templates:**

Created structured rollout timelines and reusable system configurations, turning HR into a strategic integration lever rather than a bottleneck.

- **Consistent, Mobile-First Employee Experience:**

Employees across all regions now access a unified HR interface - boosting engagement and simplifying services for 19,000+ employees.



Conclusion

Straive unified HR operations across entities using Darwinbox as its core platform. With a structured M&A playbook, reusable system templates, and region-specific configurations, Straive ensured seamless onboarding, standardized time and performance processes, and full audit compliance. This scalable, repeatable integration model allows Straive to expand globally while delivering consistent employee experience and aligning acquisitions under one cohesive people strategy.