

A wide-angle photograph of the San Francisco skyline at sunset. The Transamerica Pyramid is the central focus, with other buildings and the bay visible in the background. The sky is a mix of orange, yellow, and blue.

Transamerica enhances HR data security with IPL HRMS

Safeguarding Generations of Wealth

Transamerica Life (Bermuda) Ltd, a subsidiary of the Aegon Group, is a leading insurance provider with over 100 years of history. With a presence in over 20 countries in the Americas, Europe and Asia, Aegon companies employ over 28,000 employees and have approximately 26 million customers across the globe. Transamerica established its full-service branch office in Hong Kong since 1993.



To Ensure HR Data Security of International Standard

As the company targets high net-worth customers, Transamerica recognizes customers' needs for sound financial security, and aims to deliver exceptional services and insurance solutions. The reform of financial regulations on tax and data privacy in the US Dodd-Frank Act also induced the Group's request for raising information security standard. Transamerica as a global systemically important insurer (G-SII) has dedicated significant resources to ensuring its compliance with all existing and new regulations.

Besides matching the security level with international standard, Transamerica's Hong Kong branch office requires a secured human resources management system with high data security level to comply with payroll, provident fund, benefit, payslip, tax reporting and all other relevant legal and regulatory requirements in Hong Kong. A market-leading HR management and payroll application software suite, C&T's IPL HRMS was chosen for its over 25 years of domain expertise in the Hong Kong market.

Customized HRMS with Security and Flexibility

IPL HRMS provided Transamerica with a comprehensive HR management system integrating human capital management, leave management and reporting with accuracy, consistency and efficiency while reducing operational costs. To cater for Transamerica's specific requirements for payroll management and other employee self-services, IPL HRMS also delivered customized modules and web-based versions with high flexibility.

To ensure compliance with the Group's information security standards, the professional team of IPL HRMS worked closely with Transamerica to perform feasibility and technical studies on their current HR workflows and infrastructures, and provided tailor-made solutions adapted to their unique needs of data security. MS SQL Server encryption was applied to staff's sensitive personal data, including names, HKID numbers, bank account information, payroll amounts, etc. The authentication control is at the highest level, with the decryption key in the server only accessible by authorized users but not IT administrators.

The deployed IPL HRMS is also highly integrated with the Workday interface to ensure data synchronization between the Hong Kong branch and the global headquarters is secured with data encryption.

Preferred Partner of Choice

"Pledged to top performance, Transamerica strives to select partners with specialized experience and demonstrate mutual commitment in providing exceptional customer service. IPL HRMS is a very practical solution that can make sure Transamerica complies with the data security requirements for operating in Hong Kong," said Head of Human Resources, Transamerica.