



“Thanks to Anexinet, we are able to automate many of the administrative tasks performed by our HR generalists and reallocate their time and focus on being better partners to the businesses they serve.”

— Inna Teyf
VP, Global Compensation and Benefits/HRIS
NASDAQ OMX

Anexinet Helps Take NASDAQ OMX Strategic Human Resources to the Next Level

The Challenge

NASDAQ, the largest and fastest-growing stock exchange company in the United States, experienced remarkable expansion both organically and through acquisition in recent years. Two acquisitions—OMX and the Philadelphia Stock Exchange (PHLX)—grew the company from approximately 850 to 2275 employees, putting tremendous strain on HR infrastructure. NASDAQ OMX utilized many of the best-of-breed HR technology point solutions, but they were not well integrated. HR generalists spent too much time performing administrative tasks and struggled to coordinate communication across several continents and cultures. Information was stored in disparate systems and required multiple logins to access.

The Solution

NASDAQ OMX believed that it could use existing assets more effectively by coordinating and automating its processes through workflow and collaboration tools. NASDAQ OMX HR Management launched the HR Process Improvement Project and engaged Anexinet to assist. The NASDAQ OMX HR Team and Anexinet identified and implemented a series of process improvements including Peoplesoft Manager Self Service and a new Goals Management System (GMS) to manage the complexities of NASDAQ OMX’s “reward for performance” compensation model. The solution includes an HR Portal centralizing access to key HR applications.

The Benefits

The self-service portal and GMS enables NASDAQ OMX’s HR generalists to be better partners for the businesses they serve and provides employees with right resources to do their jobs. The portal enhances their capabilities for content management, content search and auto-notifications tailored to their job responsibilities. The single-sign-on capability further improves job efficiency, reduces “password fatigue” and the costs associated with related tech-support issues.

The GMS provides a library of goals for automating the development and scoring of management and staff performance against compensation goals. Prior to implementation of the new system this was a manual process using spreadsheets. The GMS also provides various financial reports to ensure effective oversight of financial accounting related to performance goals.

The Anexinet solution enables NASDAQ OMX’s HR to realize greater accuracy and efficiency in its processes, contributing to overall improvements in productivity. It ensures compliance by generating and storing an electronic audit-trail of all transactions and approvals, and by enabling real-time reporting of data. It frees NASDAQ OMX’s HR Generalists to spend more time on strategic HR tasks and effectively share knowledge with their colleagues around the world.



NASDAQ OMX is the world’s largest exchange company with trading technology and public company service capability spanning six continents.

Approximately 3,700 companies representing over 30 countries and all industries are listed on NASDAQ.



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