



Plug In and Power Up: Culture Amp and Sage People, Automated

Less admin, more insights—how one integration helped HR focus on what matters

The Client

A mid-sized global business in the financial technology (fintech) sector, with offices across the UK, America, and Australia, engaged Tugela People to enhance their HR technology ecosystem by integrating their Sage People HRIS with Culture Amp (an employee experience platform used to run engagement surveys and gather feedback).

They required a seamless integration between these two systems to improve employee experience and streamline engagement surveys.

Tugela People delivered this integration as part of its Short Order Queue (SOQ) service, ensuring an efficient and cost-effective implementation.

The Challenge

Too Much Manual Work, Not Enough Confidence in the Data

The business needed a way to ensure that employee data remained consistent across both Sage People and Culture Amp. As their HRIS, Sage People serves as the single source of truth for employee records, organisational structures, and workforce changes. However, without an automated link, HR teams faced the challenge of manually updating Culture Amp to reflect changes such as new hires, role transitions, and team restructuring.

This manual process was time-consuming and introduced risks of outdated or incorrect data, impacting the accuracy and effectiveness of employee engagement surveys. They required a seamless, automated integration to keep Culture Amp updated in real-time, reducing administrative overhead and ensuring reliable workforce insights.

The Solution Let the Systems Talk to Each Other

Tugela People's SOQ service provided a robust and reliable integration between Sage People and Culture Amp. This solution enables the automatic transfer of employee data, ensuring that Culture Amp always reflects the most recent organisational and hierarchical changes captured in Sage People.

What the integration delivers:



Automated Data Sync

Employee records are updated daily, ensuring Culture Amp accurately reflects the latest data from Sage People. Survey participants are automatically created or deactivated in line with real-time changes, maintaining the accuracy of engagement initiatives.



Scalability & Reliability

Built using native integration protocols from both Sage People and Culture Amp, the solution runs seamlessly within the existing HR tech stack. It reliably supports organisational growth while preserving data consistency and system integrity.



Hands-Off Execution

Once configured, the integration operates in the background with no manual input required. HR teams save time and reduce errors, confident that surveys are always aligned with up-to-date employee and organisational information.

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This integration is a game-changer for any organisation using both Sage People and Culture Amp. By automating data synchronisation, it eliminates the need for manual updates, reducing workload and ensuring accurate, up-to-date employee records. Any company looking to improve efficiency and enhance their engagement strategies should absolutely consider this integration.

Tom Satterthwaite, Associate at Tugela People

The Impact

Better Engagement, Less Admin

The outcome was immediate: the HR team no longer needed to spend hours managing lists and checking data. Instead, they could rely on the integration to keep employee records aligned and accurate. As a result:

Administrative time was cut

Manual updates were no longer required, freeing up the team for more strategic initiatives.

Survey accuracy improved

Surveys are aligned with current workforce data, leading to more reliable insights.

Greater HRIS ROI

Sage People is fully utilised as the single source of truth, extending its value across the HR tech stack.

Employee experience got smarter

Employees receive relevant surveys at the right times, enhancing engagement and data-driven decision-making, reinforcing a culture of feedback and continuous improvement.

Why This Matters

For many mid-sized global organisations, adopting multiple HR platforms is the norm. But without proper integration, these tools can become silos, creating more work and less clarity.

By working with Tugela People, this business was able to connect the dots, bridging the gap between employee data and engagement delivery without adding complexity.

Want your HR systems to work smarter, not harder?

If you're using Sage People, Culture Amp, or any other HR tools that aren't quite talking to each other, we can help.

Tugela People specialises in practical, scalable integrations that take the manual work off your hands, so you can focus on what really matters: your people.

Get in touch to explore this integration
or discuss your own HR tech challenges.

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