



The Road to Efficient, Effective & Strategic HR for Mid-Market Companies

HR professionals at mid-market companies are being asked to fill more strategic roles than they filled in the past. This is because they hold the key to essential data about employees, and data fuels the decision-making processes that drive companies toward their objectives.

The data HR captures and manages offers other business line managers and executives a comprehensive perspective on their team and the entire workforce. The ability to access and analyze employee data gives companies the power to take a proactive approach to managing their human capital. For example, managers can more accurately and easily:

- Pinpoint problems with attendance or productivity
- Take corrective action through discipline or training
- Identify top performers and reward them
- Locate skill shortages and redirect recruitment efforts
- Monitor employee engagement to identify and address potential areas of concern

A wealth of data is available to HR professionals, which isn't news to them. The challenge is two-fold: 1) they must be able to quickly and easily access, manage and share critical data; and, 2) they need to reduce the administrative burden that still consumes a majority of HR's time.

Mid-Market Companies Need an Integrated HCM

Over the past decade, larger companies have made the necessary investment in integrated human capital management (HCM) solutions that have now empowered the strategic capabilities of their HR professionals. What they've experienced is that an integrated, enterprise-class HCM is a long-term solution that delivers a wide-reaching range of functionality and value to not just the HR function but throughout the organization.

Companies that have adopted an integrated HCM solution report their HR professionals are finally free of repetitive transactions, routine administrative tasks and inefficient workflows. Employees have more time to focus on executing core functions as well as planning and implementing more important strategic initiatives. They have the capability to share their valuable data throughout the organization.

Mid-market companies also recognize the benefits an integrated HCM solution can provide. Unfortunately, the high cost and complexity associated with adopting HCM solutions has been a barrier for smaller companies. Not any longer.

Affordable HCM Solutions for Mid-Market Companies

The good news for mid-market companies is that integrated HCM solutions are available at a price point that better fits their budget. Significant advancements in Cloud computing and software-as-a-service (SaaS) technology as well as the introduction of per employee per module (PEPM) pricing models make these solutions more practical and affordable. In fact, even larger companies are finding themselves looking to Cloud solutions due to the long-term advantages they offer.

In addition to avoiding the costs of purchasing software, servers and other hardware required for on-premise solutions, companies can more cost-effectively implement a SaaS HCM solution that is delivered in the Cloud. As compared to on-premise solutions, Cloud technology offers:

- No licensing fees
- No ongoing maintenance costs
- No need to manage routine updates and backups

The benefits companies can realize from implementing an integrated HCM solution extend far beyond upfront and long-term cost savings. Companies who make the switch from either manual-based HR processes or multiple, disconnected point solutions experience:

- **Greater employee engagement** - self-service empowers employees and managers to handle many administrative tasks themselves, leading to happier, more satisfied employees
- **Decreased pressure on IT** - cloud systems provide the ability to have access to HCM functionality without on-site expertise for maintaining, monitoring or upgrading the system
- **Automatic upgrades** - as soon as system enhancements or new technologies become available, a cloud solution can be updated - quickly and easily with minimal internal support
- **Stringent security to keep data safe** - keeping data secure is a huge challenge facing HR; cloud solution providers maintain the highest levels of data security - their companies' success depends on it
- **Increased efficiencies** - automating the majority of tasks associated with managing a workforce and allowing employees and managers to be more self-sufficient eliminates time-consuming, manual processes, resulting in more effective and productive team members across the entire organization

The Road to Efficient, Effective & Strategic HR is Clear

If mid-market companies are to remain competitive in today's fast-paced, on-demand business environment, they must adopt technologies that enable their team members to perform their jobs in the most efficient and effective manner. For HR professionals, an integrated HCM solution is an essential component to mastering mission-critical core HR functions and clearing the path to a more strategic role within the organization. Now that advancements in technology have made these solutions more affordable to adopt, extremely practical to implement, and highly beneficial to the entire organization, there is nothing blocking the road to efficient, effective and strategic HR.



PeopleStrategy is a leading provider of enterprise Cloud-based HCM solutions that enable employers to more effectively manage their Talent Acquisition, HCM, Payroll, Benefits, Workforce Management and Performance Management processes. PeopleStrategy's eHCM™ solution suite empowers the entire organization through self-service and mobile access, reducing administrative costs and providing more time to focus on a company's people strategy. Change the way you think about HR. Explore new possibilities with PeopleStrategy.