



4 Essentials of a
Comprehensive HR Solution

people**strategy**[®]





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Introduction

Today’s human resources managers have a universe of technology available to them, but sometimes the system you select is not exactly what it appeared to be. The bells and whistles that sounded exciting can end up being unnecessary. Functionality you thought was there may not be. An unfriendly user interface can end up doing more harm than good.

How can businesses make smarter investment decisions when it comes to their HR software? The first step is to cut through the chaos and return to the basics in order to rediscover the essentials of a truly comprehensive human capital management solution.

Dangers of software sprawl

Software sprawl is a major issue that modern organizations can face. It affects all departments without your company even noticing it's happening—until it's too late.

You may refer to sprawl as oversaturation or bloat. But no matter what you call it, its effect on your company is the same: a costly waste of resources. When you have dozens of software solutions—some outdated, some add-ons, some integrations between the outdated and the add-ons—you often spend more time managing this technology than benefitting from it.

To avoid or eliminate this problem, companies should focus on HR solutions that offer a unified suite of features that serve one purpose: to provide a clear and comprehensive experience for everyone at your organization.

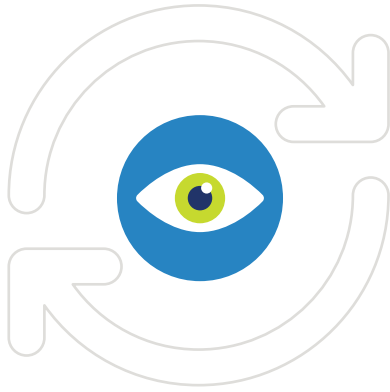
Getting back to the basics

So, what are we looking for in our search for a more comprehensive HR solution?

HR professionals know they want a bird's-eye, real-time view of everything from a job applicant's resume to an employee's payroll, paid time off, benefits, performance and more. They want an efficient way to manage daily administrative tasks. And they want the ability to communicate directly with employees and to give employees and managers the ability to complete basic tasks themselves – quickly and easily.

But when HR technology isn't designed intuitively, it causes stress, driving HR, managers and employees to engage with the system only when they absolutely have to, which can ultimately cut down on efficiency and morale. By contrast, if everyone can navigate the software with ease, they may find renewed appreciation for their job duties, their benefits and their workplace.

We've only scratched the surface. Now let's drill down into the fundamentals of a comprehensive HR solution.





Essential #1: Truth

First and foremost, an HR solution must be an accurate library of information.

Your business accumulates data on its applicants and employees every day: the total number of resumes submitted, the current tally of unused sick days, the overall performance of each department, the shifting participation rates on benefits and more. A comprehensive HR solution should not only keep that information secure, it must also hold the answers HR needs, make them highly accessible to authorized personnel, and make it easy to generate key reports for compliance and internal requirements.

If HR is to serve a more strategic role to the greater business, it must have reliable information at its disposal.

Essential #2: Efficiency

Time is one of the most valuable resources in the modern business world.

HR leadership shouldn't waste time manually entering data or performing rote tasks when there is an alternative. There are far more strategic initiatives and tasks to be completed.

An efficiently designed HR solution can significantly reduce time spent on mundane tasks, such as reviewing every job application submitted for an open position, entering new hire data or processing paper benefit elections. More importantly, it gives HR leaders more time to deploy critical organizational data strategically across the business and to play a more prominent role in steering the direction of the organization. That's nearly impossible to do from underneath a stack of paperwork, spreadsheets and emails.



Essential #3: Engagement



Engagement is a tricky concept to nail down.

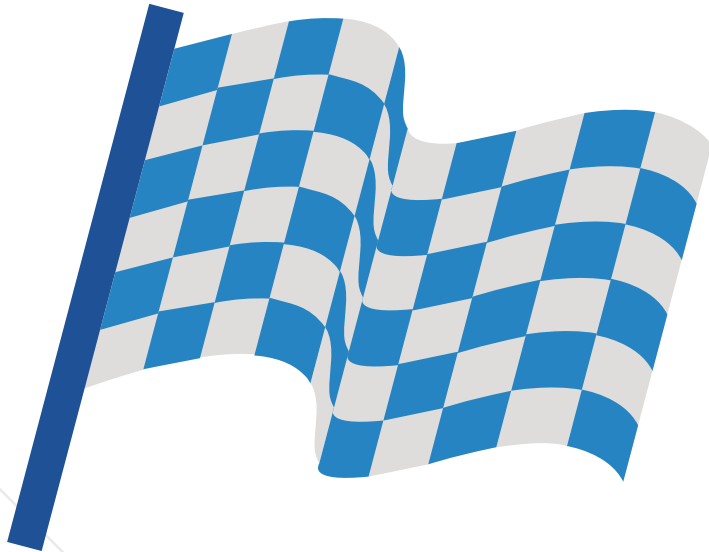
It's difficult to measure and, therefore, difficult to manage. But it also has become an incredibly important metric for today's businesses and, as such, should be considered when selecting HR technology.

The HR solution you choose should support strong employee engagement; the user experience for employees and managers should be intuitive and simple. Users should be able to access the information they need, and complete routine tasks like requesting time off, checking their pay stub or enrolling in benefits, quickly and easily.

The self-service functionality available through HR technology should have a clean and clear user interface that doesn't require hours of training to understand. It should feel like second nature from day one. The easier your HR system is to use, the more frequently it will be used and appreciated by your organization.



Essential #4: Alignment



The right HR solution should help you achieve your objectives, within HR and companywide.

How you communicate with your team members, how you support the organization in and out of the office, how you guide employees toward higher performance, can all improve with the help of a comprehensive HR technology suite. Moreover, it can act as a catalyst for change by providing you with insight into your organization.

Conclusion



To be truly comprehensive, an HR solution should deliver these four essential elements – Truth, Efficiency, Engagement and Alignment. Be sure to keep these fundamentals in mind as you set out on your search for new HR technology – whether automating for the first time or eliminating your sprawl.

PeopleStrategy adheres to these core values and combines a broad range of functions in a solution that is easy for employees, managers and HR to use. For more information, visit our website at www.peoplestrategy.com.

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