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CONS OF USING **EXCEL** SPREADSHEET IN HR

*Reason Why Excel May Not Be The Best Option
For Managing Organizational Workforce*



EVOLUTION OF SPREADSHEETS



A Quick Timeline

Available in Different Versions and Capabilities

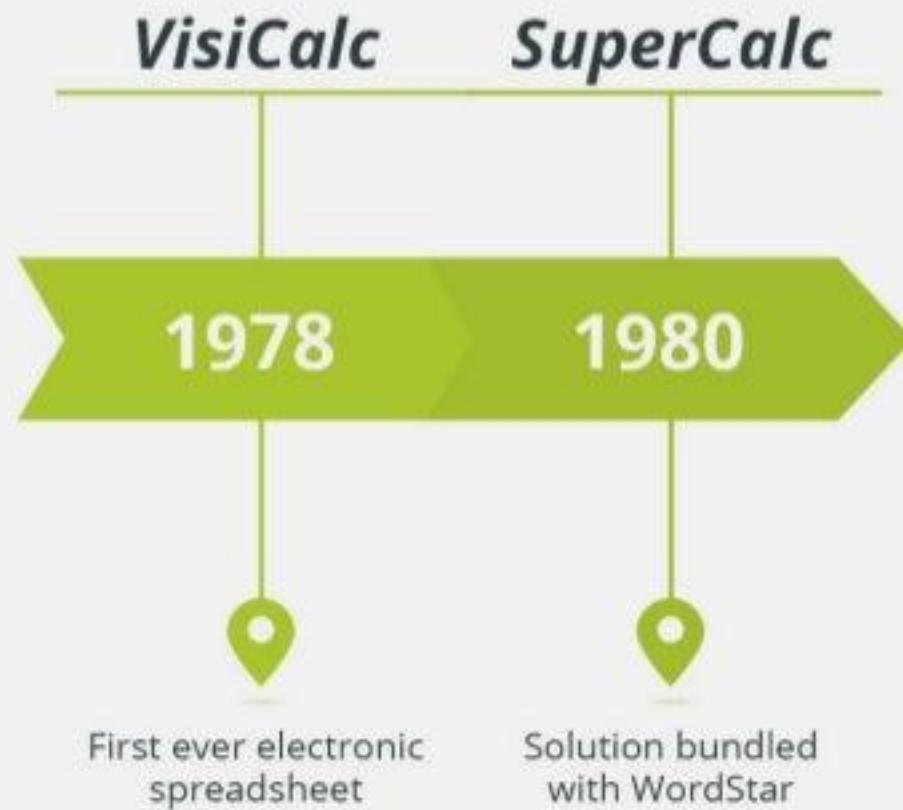
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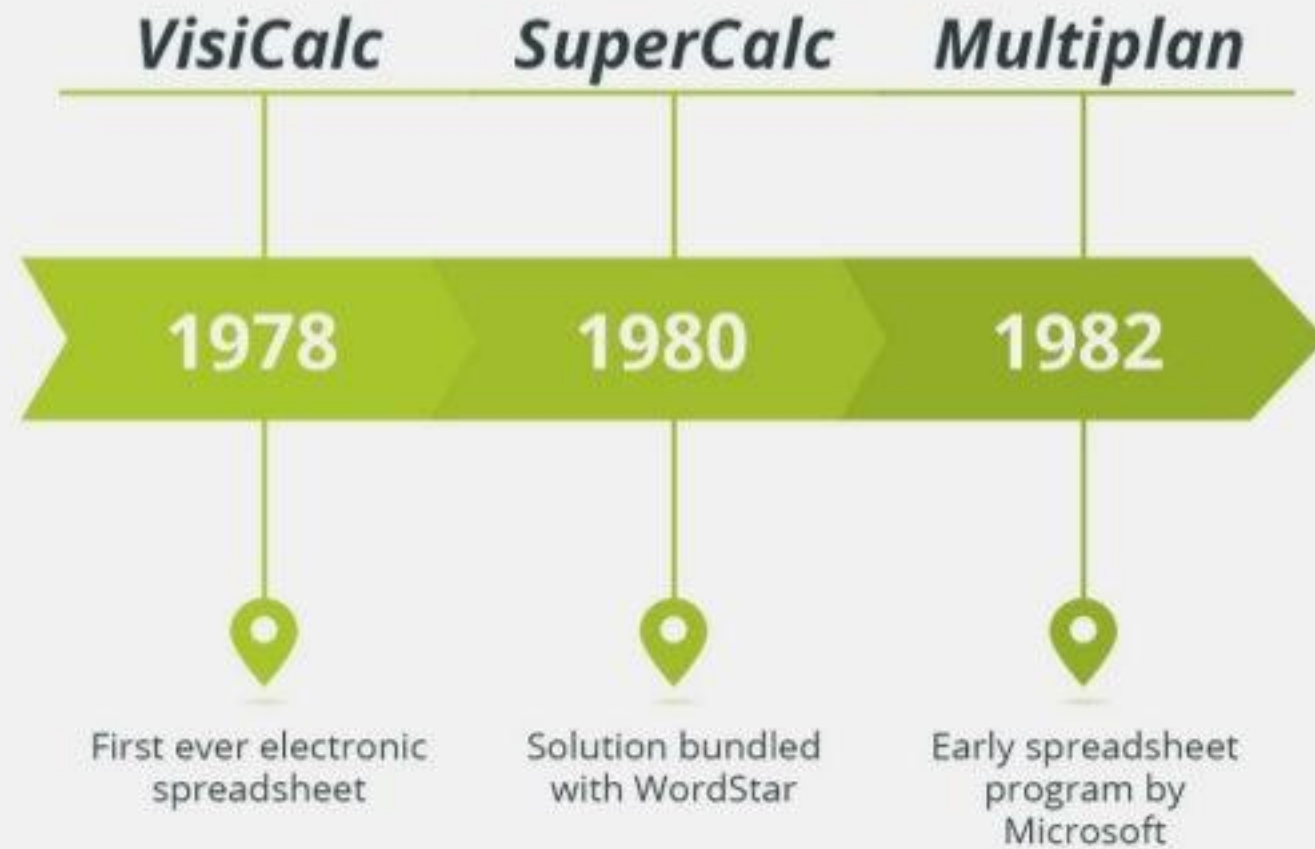


First ever electronic
spreadsheet

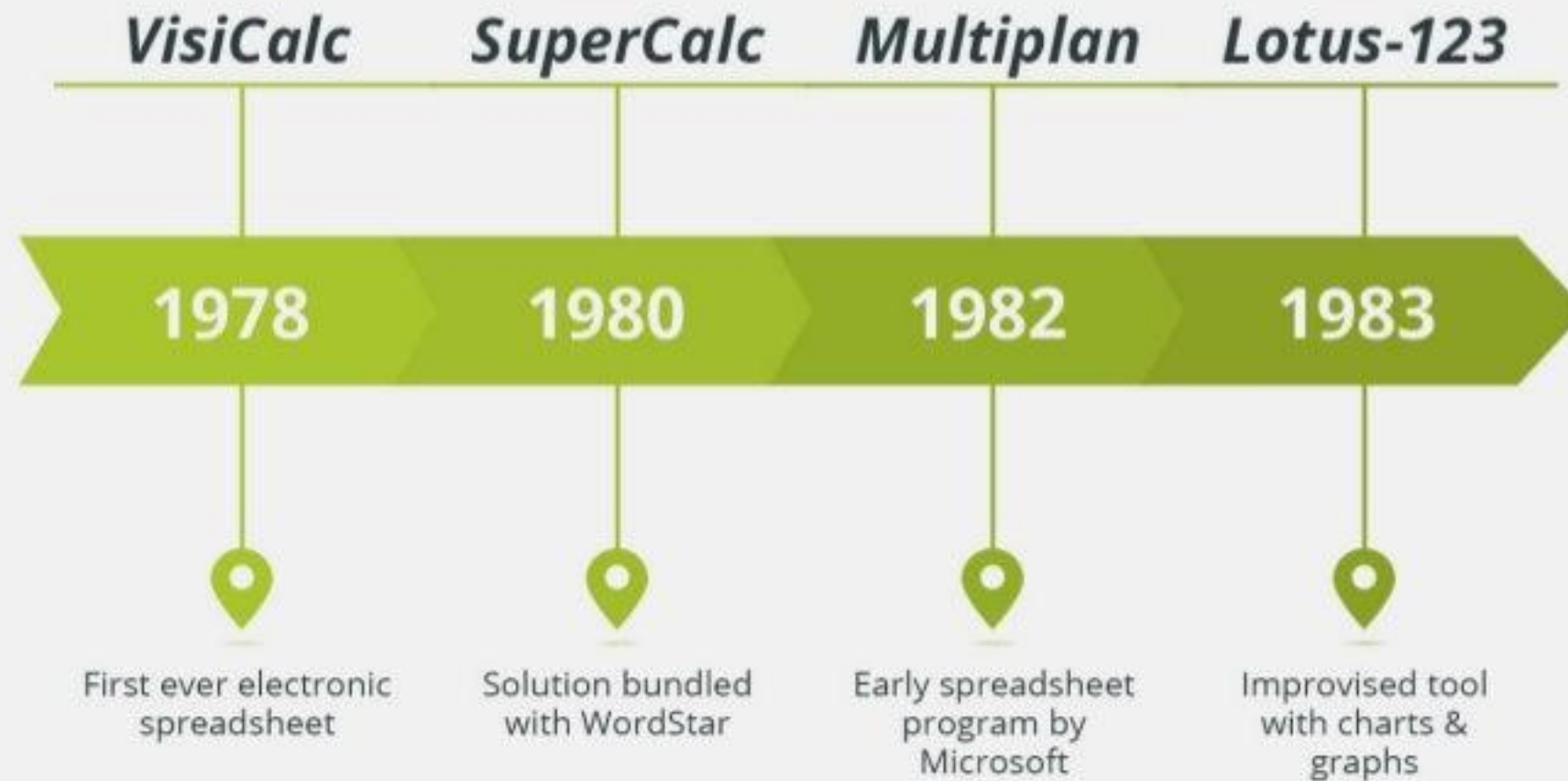
Available in Different Versions and Capabilities



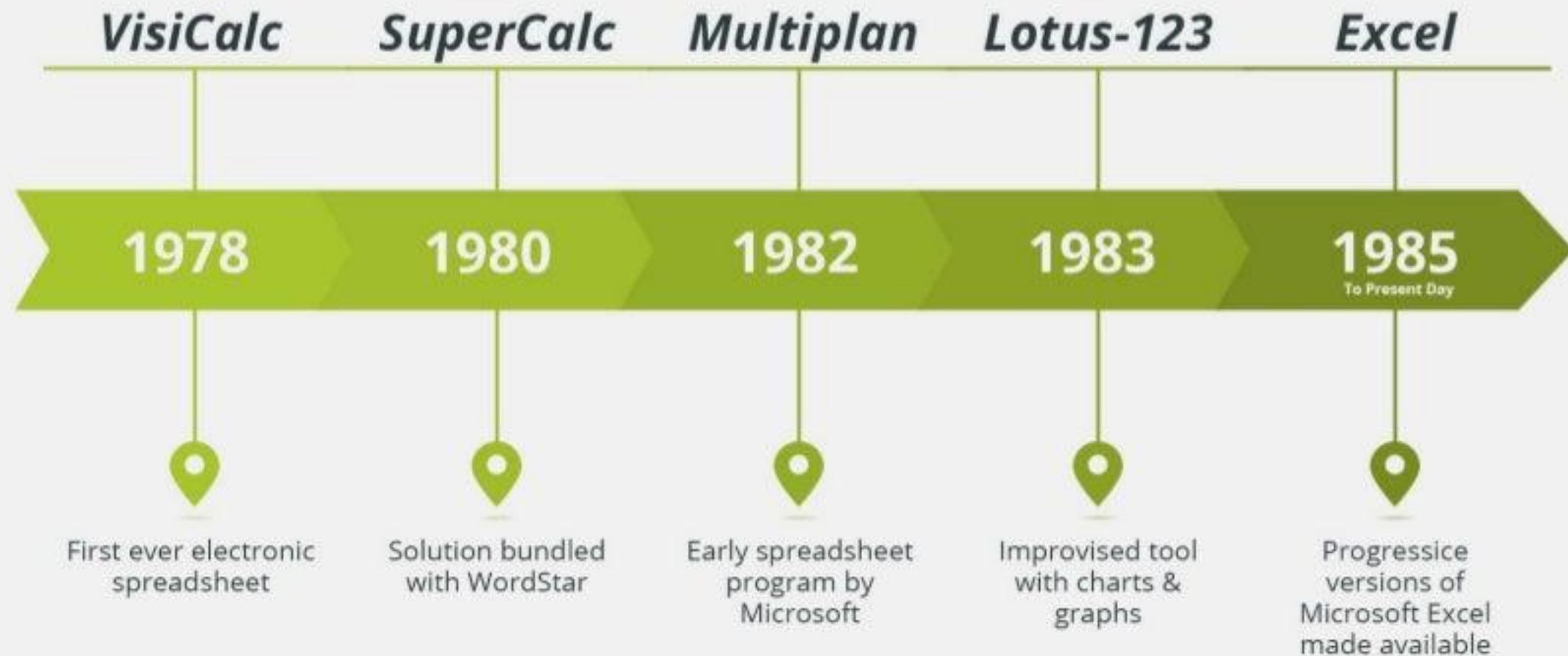
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A black and white photograph of a person working on a laptop in a modern office. The person is seen from the side, focused on the screen. The desk is cluttered with various items: a vase of flowers, a small potted plant, a pen holder, and a mug. A large window in the background lets in bright light, creating a high-contrast scene. The overall mood is professional and productive.

***WHAT'S BEHIND
EXCEL'S
POPULARITY?***



The fact that it is free, readily available, configurable on basic machines and easily manageable for small business setups has backed its extensive use

Around 81% of the organizations
use spreadsheets to supplement
their Corporate Performance
Management solutions

(Survey by BPM Partners)





**DOES THIS IMPLY IT IS
THE BEST
SOLUTION FOR HR?**



Probably Not. It is not geared to face the challenges posed by large well-established organizations with evolved HR processes and soaring employee strength

WHAT ARE THE MAJOR DISADVANTAGES OF USING **EXCEL** IN HR?





REASON 1

***PRIVACY ISSUES AND POOR
BUILT IN CONTORL***

You can hardly control the viewership of the data making it vulnerable to alterations. Not to forget, there are no checks to test the accuracy of data sources getting pulled into the spreadsheets



REASON 2

PRONE TO HUMAN ERRORS

The reason why people love Excel is the scope for rework and manipulation. The chances of mistakes increase drastically when several versions of a spreadsheet are saved by several people.



REASON 3

***UNFIT FOR DYNAMIC
BUSINESS SCENARIO***

Excel is incapable of error proof knowledge transfer.
If a person X leaves, then person Y has to apply his
own interpretation when working with spreadsheets.



Non-responsiveness to business agility leads
to wastage of time, opportunity, productivity
and competitive knowledge



REASON 4

***DOESN'T SUPPORT
AUTOMATIC REPORTING***