

# Transforming HR made easier

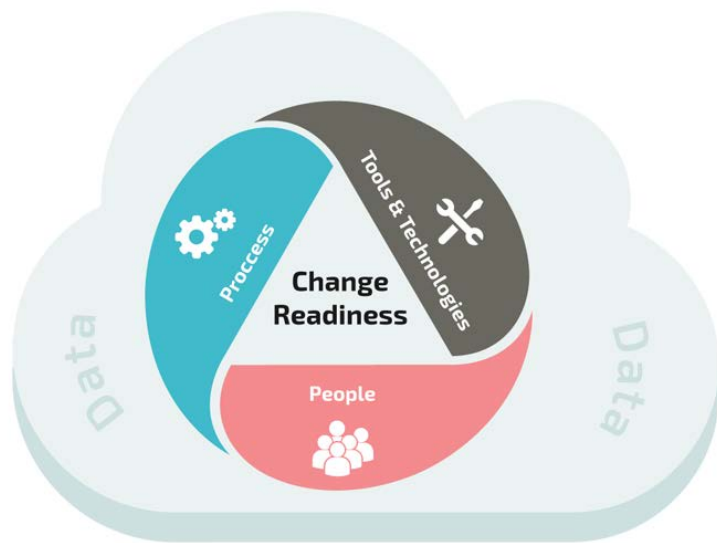
Deliver forward thinking capabilities  
with a HR driven transformation



# Content



# Executive Summary



The HR Golden Triangle

*HR professionals do not prefer old-fashioned 'legacy' systems as they don't hit the mark.*

HR undoubtedly carries a very strategic role in any enterprise be it big or small. Contrary to the popular misconception that HR teams are there just to keep the paychecks rolling, modern HR now-a-days touches every department and every individual. The key functions of the Human Resources Management team include recruitment, training and development, workforce management, performance appraisals, employee relations as well as workplace communication, workplace safety, and much more. CHROs face increased complexities like globally dispersed teams, skill gaps and shortages of appropriately skilled workers, evolving needs like part-time and job-sharing arrangements etc. Moreover, keeping track of every single employee, and their award entitlements, shifts, skills, time management, leave requests and etc. is no easy task. Despite carrying such a cardinal role, recent studies show that there is a 17% dip in the HR budget and a corresponding reduction in HR staffing.

Due to shrinking bandwidth, HROs are constantly evaluating ways to do more with less. Incorporating technology to their day to day activities is one of the HRs strategic initiatives. The golden triangle is the way to go.

Manual processes are error prone, time consuming and are not complaint. If a HR officer spends most of his time manually processing the payroll and tracking employee leaves, he will eventually pay less attention to more important tasks like talent attraction, retention and training and development.

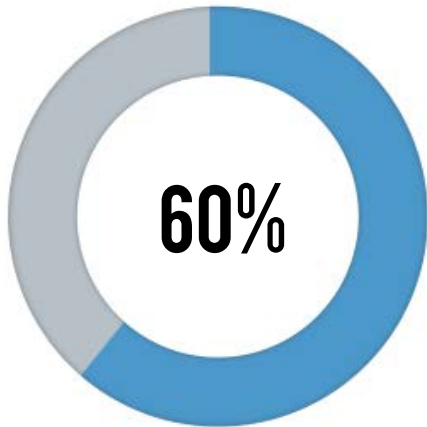
With such tight schedules, HR automation helps the HR officer to reduce costs and enables self-sufficiency through instant and easy access to a wide array of information. Additionally, automation helps in significantly reducing errors that creep into any manual operations and also avoids the monotony of repetitive tasks.



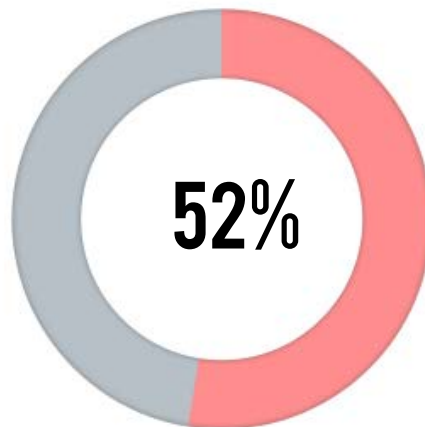
# Why use HR Transformation Technologies?

Effectively manage the growth drivers of your organization i.e. your people

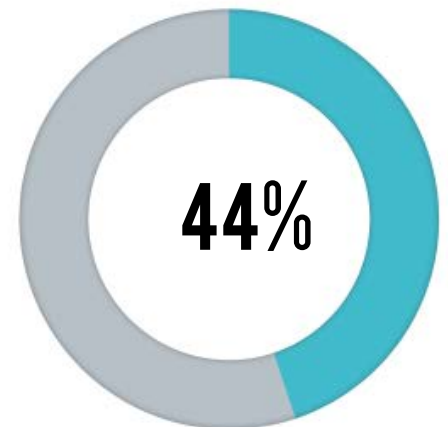
An Aberdeen Group study revealed



60% of organizations will have improved workforce planning capabilities



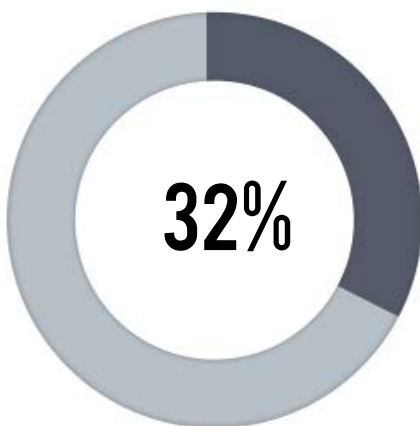
52% of companies need better access to employee data for decision-making



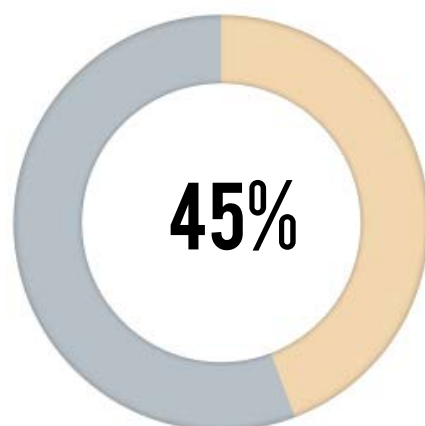
44% of companies need more control of labour costs

## Make your workforce stay

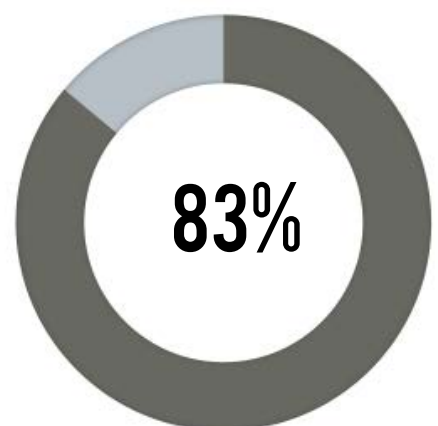
As a business owner, you tend to have this misconception that you are saving money by holding on to legacy systems or old HR systems. Well you are about to get some illusions shattered. Access to new high functioning technology plays a pivotal role in employee's satisfaction and productivity. As an employer, if you are not paying attention to this; you might end up losing your competent workforce to more forward thinking competitors.



32% employees leave companies that don't have HR tech in place



45% believe their present employer is behind competition without adopting latest and greatest digital tools and technologies

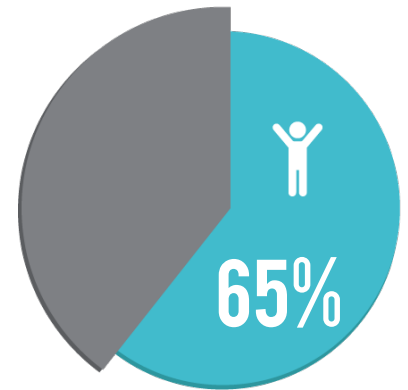


83% of employees feel having HR tech in place makes them more productive

## Create Employee delight

HR technology enriches employee experience by: -

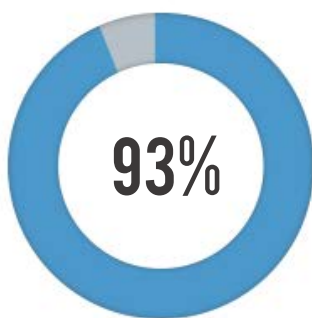
- Implementing the self-service option thereby reducing transactional work
- Enabling easy access to important information
- Ensuring that the payroll records accurately
- Helping the employees with Workforce analysis
- Improving employee communication
- Providing employees with immediate feedback



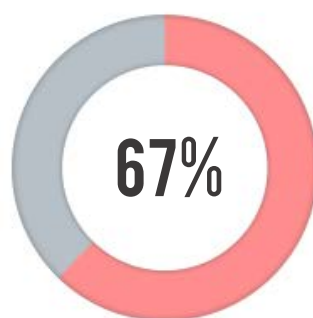
According to Nasscom 65% of the firms indicate that HR automation improves employee satisfaction

## Having superior functionality gives you a significant edge

- A mobile enabled system that enables employees to communicate with each other for various reasons like swap shifts, leaves declaration etc. These flexibility features are a strong contributor for employee satisfaction. Enabling easy access to important information
- 50% of employer's encounter payroll errors due to old legacy systems. This is a huge irritant for employees. Automation leads to 'zero error' during payroll processing.
- Companies often provide rest periods to employees, including a certain number of hours between shifts. Managing this particularly during tight schedules can be a daunting task. An automated system that enables rostering, time and attendance tracking will prevent employees from exploiting the freedom given to them. This serves as a dual benefit - enhancing compliance while reducing employee fatigue.
- Automation can deliver significant results. Providing employees with immediate feedback



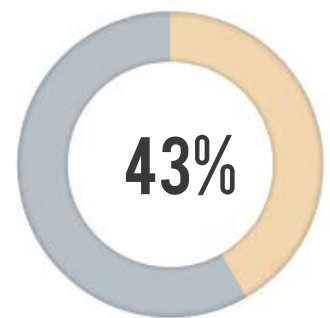
93% increase in customer satisfaction scores



67% reduction on payroll costs

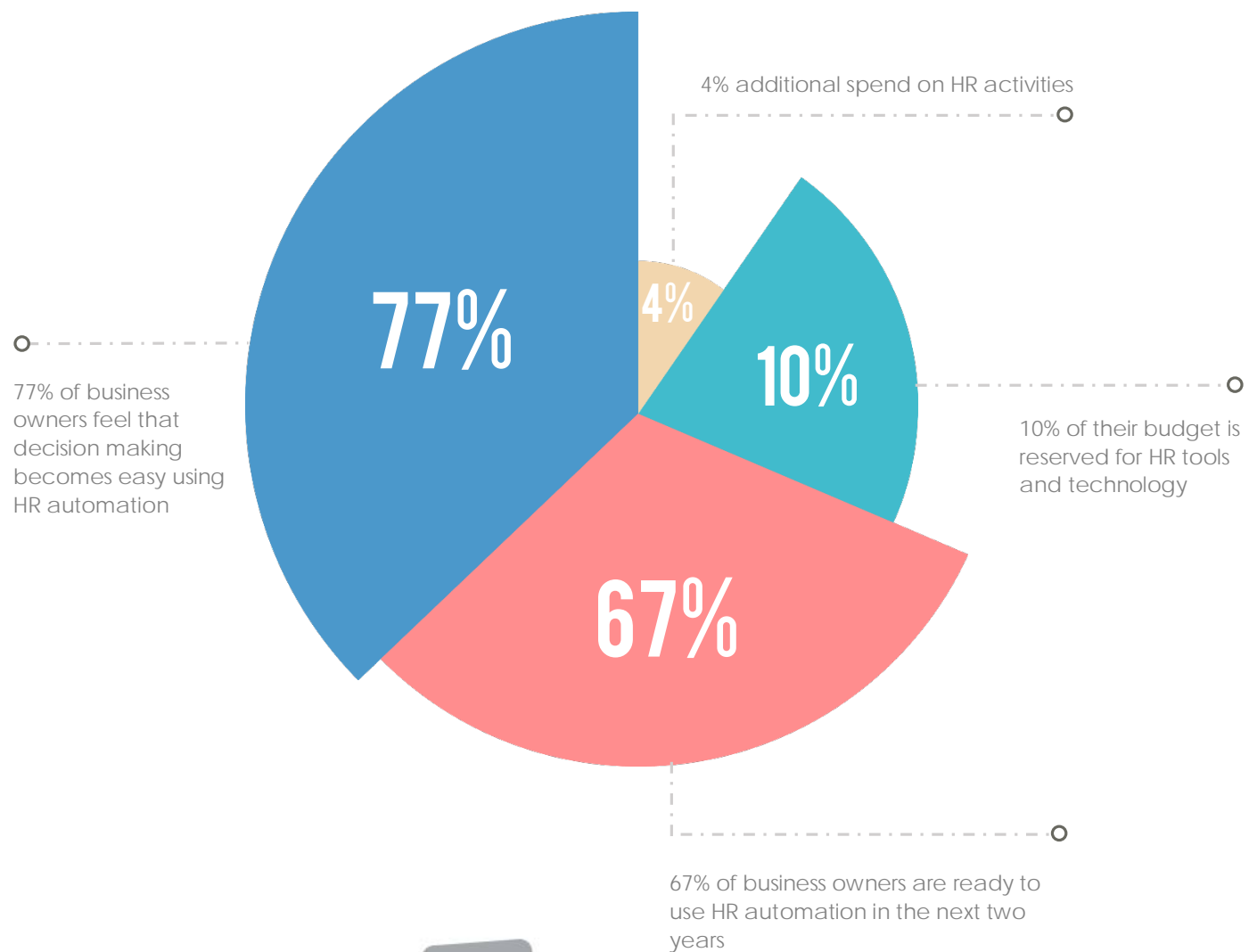


56% more organized employee reports and administrative data

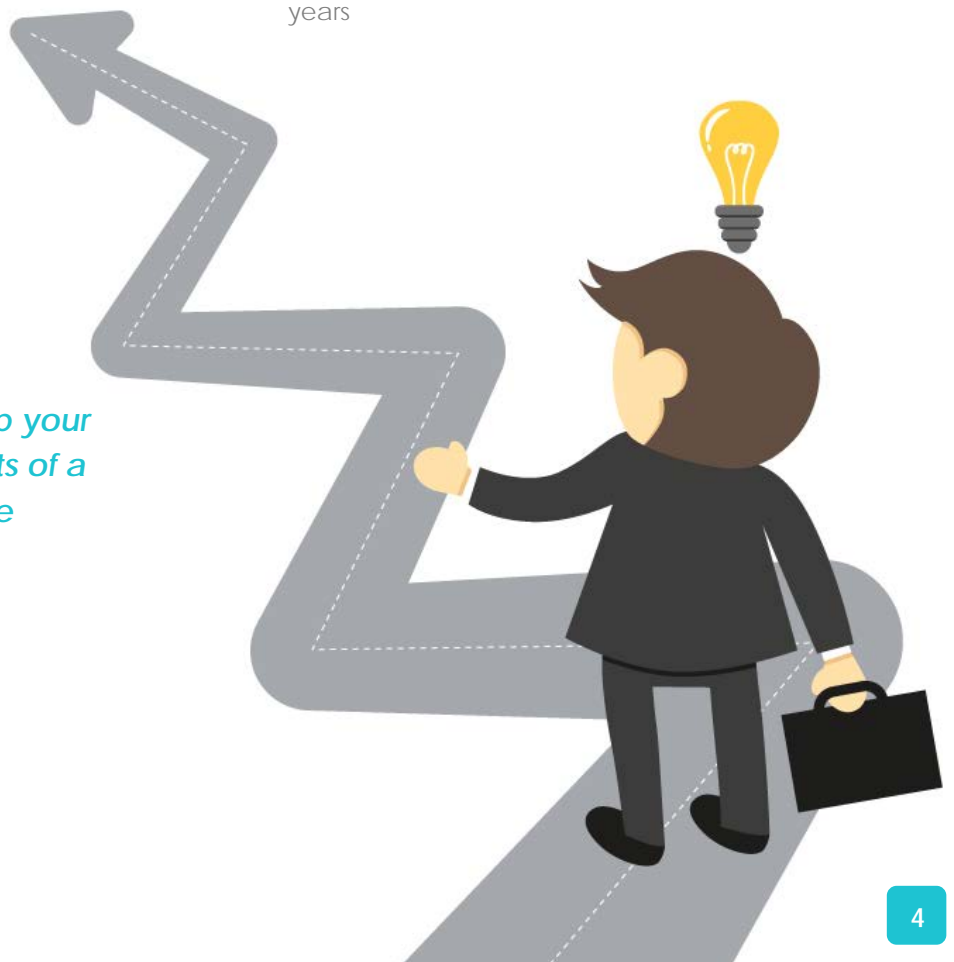


43% more revenue from an employee

## Meet the forward thinkers



*Be a forward thinker and help your organization reap the benefits of a happier and more productive workforce!*



# What to look for in a HR software?

- Manage employee lifecycle from Hire to Retire in a seamless manner
- Have the ability and flexibility to track all employee data through various roles, activities, hierarchy changes, department changes etc.
- HR software must give some flawless feedback like progress indicators, validation of data, explanation of the process and etc. that help in the smooth flow of HR aspect of your business.
- The HR software must have a performance management module that the managers can use to improve communications with their team members as clarifying expectations increased productivity.
- The system must be able to define multiple user profiles based on the level of access to be given to each user enabling security.
- The HR software must be able to create customized reports based on your needs.
- The HR software must elevate your brand; it must appeal to potential prospects or employees.
- Future-proof technological design indicate that the program is capable of executing multiple functions at once while simultaneously using current data to cultivate additional forms and documents that aid in your company's overall HR efficiency.
- As multiple users access your HR software, it must be user friendly. The best HR products are designed with human intelligence. This gifts you, your employees, and your future employees with a platform that is flexible and easy to use.
- The software must be able to configure any complex approval workflow.



# How to find the right partner for your transformation journey?

- Understand how HR technology can support your most critical business processes.
- Make sure your HR vendor educates CXOs and key business users about the technology.
- Make sure that CIO is a part of HR tech investments.
- How much Change Management is required?
- Use Sandbox testing as a part of technology selection.
- Make sure your vendor shares a roadmap that makes you understand his strategic intent and his support model.
- Develop a business case of changes implemented that gauges the strategic, operational and financial benefits to the organization post the automation.

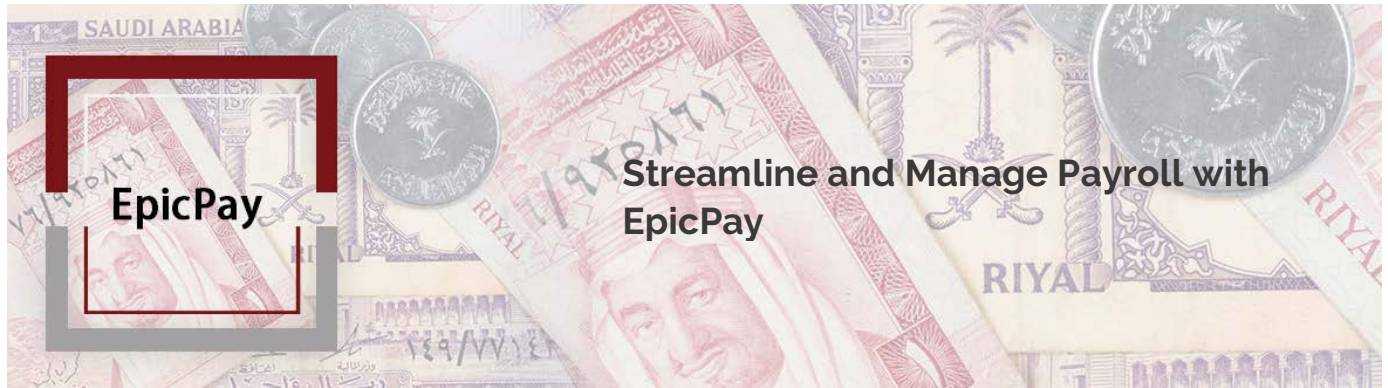




# Ready to Transform HR?

If you're ready for the strategic next step, then here are some options you can evaluate

## EpicPay



EpicPay is the ideal solution for organizations using EPICOR 10 and above with functionalities that enable you to handle payroll processing with ease.

To know more about EpicPay visit - <http://en.rheinics.com/epicpay-smart-payroll-solution>

## Epicor HCM



Epicor HCM is designed by HR industry professionals. Epicor HCM provides the businesses with the tools they need to track data systematically rather than manually thus giving businesses more time to pursue their strategic objectives.

To know more about Epicor HCM visit - <http://en.rheinics.com/epicor-hcm-human-capital-management>

# About RheinBrücke IT Consulting

RheinBrücke focuses on offering consulting technology and outsourcing solutions and services that enable clients to stay competitive and achieve quick growth and profitability. With operational headquarters in Cologne, Germany, the company has a strong focus on the SME Market, with a deep understanding of what it takes for SMEs to succeed. RheinBrücke helps clients adapt to a changing marketplace by ensuring their IT ecosystems are relevant, efficient and perfectly tuned.

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## References

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