



Why are Companies Investing in HR Technology?

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Many companies are now realizing that to strategically position themselves as we come out of a recession, they need to put a focus on their primary asset: employees. In the past, Human Resources (HR) departments have carried the heavy administrative burden of paper-based, manual processes related to employee life-cycles. These time-consuming, administrative tasks detract from the department's ability to focus on employees and employee initiatives and are costly to a company's bottom line. By implementing a fully-integrated Human Resource Information System (HRIS) solution, HR departments are able to transfer much of the data-entry and administrative responsibility to the employee; thereby decreasing the department's time spent on these tasks. Transferring this responsibility to the employees also provides them with the ability to maintain their own employee profiles and ensure that all data is correct and up-to-date. Implementing these automated solutions provides companies with substantial cost savings compared to manual processes and provides HR representatives with more time to focus on strategic talent-based initiatives such as training and development, employee relations and creating effective retention strategies.

When a company is well-positioned in the market, no matter what size, a vast number of applicants who submit a resume will be received any time it posts an open requisition. An Applicant Tracking System (ATS) can be geared towards a company's size and can help manage the flow of candidates. A successfully implemented ATS allows one HR individual to manage all job postings, job descriptions, open and approved requisitions for hire, applicants, interview setup, background check information, job applications, offers and signatures, as well as all email correspondence throughout the recruitment process. This improvement in efficiency increases your recruiting productivity and helps to ensure that you are placing the best possible candidate in each position.

One advantage that many companies have found in implementing a full scale HRIS is the automation of the on-boarding process. An on-boarding system allows new hires to log in to a portal prior to their first day and review company policies, procedures and benefits, complete necessary paperwork and familiarize themselves with the company. This also allows employees to hit the ground running on day one, rather than spending company time completing administrative paperwork.

Another advantage that companies are finding in HRIS solutions is the ability to centralize employee information for easy management and reporting. Easy reporting of this information can be beneficial in situations such as responding to government reporting requirements (ex. EEO-1, VETS-100/100A), preparing for open enrollment season, determining training needs or showing compliance with internal Affirmative Action Plans. Companies also have the ability to search for information that employees store in their own employee profiles, such as certifications earned or educational milestones reached. This information can prove useful when determining business decisions such as necessary staffing modifications, promotions or salary adjustments.

Performance management components of integrated HRIS solutions provide additional benefits beyond streamlining the annual employee evaluation process. Many performance management solutions allow companies the ability to use an online visual representation of employee performance ranking and funding allocations for year-end promotions, bonuses and salary adjustments.

Argy's HR Consulting Team can assist you in finding and implementing an HRIS solution that will meet your needs. Our strategic vendor relationships, proven methodology, knowledge of various solutions and each solution's capabilities help us ensure that the system we help you implement will prove to be beneficial to your organization and will support your business objectives.

Please contact Maureen Miller, HR Consulting Director by phone 703.770.6330 or email mmiller@argy.com if you would like to discuss any HR related questions and their implications for your company.

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