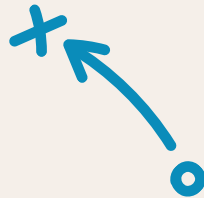




The 3 'must haves' that only a consolidated HR system can achieve

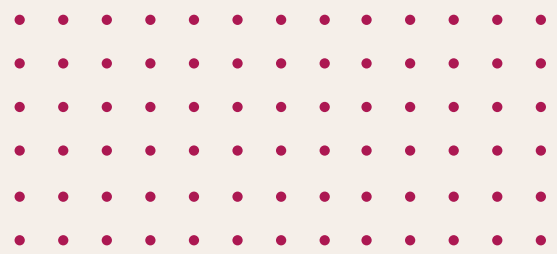


Intro

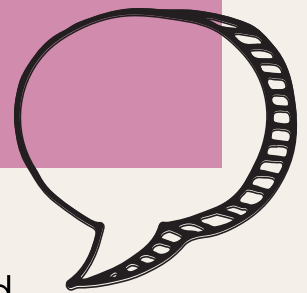
Providing a delightful and effective employee experience remains top of mind for business owners and HR leaders. In fact, 80% of HR and business leaders consider employee experience “important” or “very important,” according to a recent Deloitte survey.

But what is driving this response? A perfect storm of low unemployment, high competition for talent, and a changing workplace environment that is leaning toward remote work are the driving factors driving the importance of employee experience.

Much of the efforts to create an effective employee experience center around delivering a simpler and more engaging work experience—one that aligns with today’s fast-paced, agile business environment and caters to tech-savvy millennials (they make up the majority of the workforce now).



“Today customers want HR technology that delivers a great employee experience and makes our work-life more productive and interesting,” said Graham Martin, co-founder at Worknice. “Customers are adopting HR tools that feel familiar and instantly intuitive, more like Facebook, Twitter, and YouTube and less like training and performance administration.”



You simply can not achieve this with older clunky and disconnected systems that are intimidating and confusing to the employee. As a result, consumers are now moving to new and modern ‘all in one’ consolidated HR systems like Worknice.

HR technology is no longer primarily about automated forms, recruitment, and employee record management. It includes an abundance of consumer-like performance and engagement tools that help employees be more satisfied and productive in their core business roles.

Can you have too many HR tools?

When it comes to HR tools available on the market, the supply is certainly meeting the demand. There is more than a handful of options to consider. Global spending on HR tech is more than \$40 billion, and in 2021, HR tech funding is exploding as companies grapple with transforming their workforce in the hybrid work environment. Bersin estimates that large HR departments on average have 11 different systems.

Don't get me wrong—options are great. But do you really want your employees staring at a lolly shop assortment of HR tools for feedback, performance, engagement, and check-ins?

The HR tech revolution has created a bigger problem—confusion. Remember, managers and employees need tools that simplify work. So even if tools are easy to use, too many of them can be overwhelming.

More than ever, HR leaders need to consolidate solutions.
Here's why.

Three benefits of consolidating your HR system

#1 Simplify work for managers

Being a manager isn't easy. Especially new managers who have to juggle multiple responsibilities while acclimating to a new level of responsibility. Time is low, responsibility is high. Whether it's trying to make decisions, or evaluate employees, managers need to be equipped with tools that simplify their tasks.

If a manager has to spend too much time logging into various systems to find information from the latest 1-on-1 or performance review, things can get missed or fall through the cracks. Companies should focus on consolidating performance management, engagement, and analytics tools, as those functions are intertwined and consolidating data from those areas provides vital insights to help managers effectively lead and develop talent.



Connecting all your HR data, people, and processes together to form a single and easy to use connected solution has now become the accepted best practice in any people and culture team. The reason for that is quite simple; people, systems, and data are mostly cross-functional and must work together to achieve exceptional results.

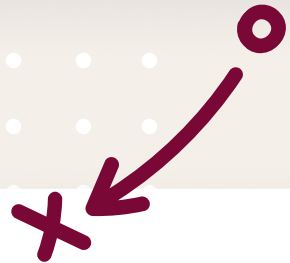
Daisy has been onboarding

Track progress



Daisy Smith

- ✓ Compensation
- ✓ Documents
- ✓ Training
- Super
- Tasks





#2 Streamlined work for your employees

While workplace apps are meant to improve productivity, they can easily become counterproductive. In fact, workers toggle between different tools 10 times an hour, which equates to 32 days of lost productivity a year. Thirty-two days! Let's just say that stat will not sit well with your CEO.

Not only does too many tools waste time, it's highly frustrating for workers. And you guessed it, frustrated workers quickly become disengaged workers. Shoe-horning in various HR apps to the workflow exacerbates the problem. No one wants to log into several different apps to request time off, acknowledge policies and documents, communicate with team members, provide feedback and performance appraisals, and so on.

Employees want tools in the flow of work, so the more you can consolidate apps and seamlessly integrate them into regular processes the better. This doesn't mean everything has to be in the one single platform, but HR tools should be integrated with other apps employees use on a daily basis.



#3 Affordable cost of ownership

For small to medium businesses, every dollar counts.

Quantifying software benefits in terms of money, resources, time savings, quality, agility, and performance improvements is an exhausting exercise.

Multiple software solutions to create a complete HR system will be too expensive to justify. Business case practices show that demonstrating clear benefit for a consolidated HR system is far easier and more obvious when compared to many solutions stitched together. When accumulating point solutions, you ultimately pay for the same thing multiple times. For example, hard costs to the software vendor (accounts, server space, cost of sales, support, overheads). The buyer of software (you) is passed on these hard costs. With a consolidated HR system, you only 'pay' for those costs once. On top of that, you gain benefits of bundling where total relative cost reduces.

Conclusion

There are various reasons why businesses end up with disparate HR tools. Some may have cherry-picked different solutions for particular functions, and some simply accumulated different systems over time. Regardless of why you have multiple tools, the benefits of consolidating are clear. Simplify your solution stack into a consolidated HR system so your business can focus on people, not process. And keep your workplace engaged with a better employee experience.



Case Study

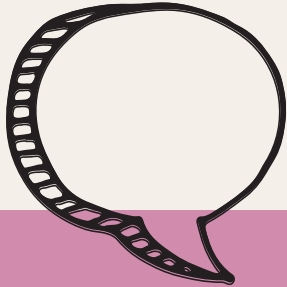
How an Australian business streamlined the onboarding process with a modern, consolidated HR platform

Experience Digital is a small business with 30 employees, and growing quickly. HR quickly became a headache, and the employee experience was suffering as a result.

Providing a delightful and effective employee experience became a priority for Experience Digital. In fact, 80% of HR and business leaders consider employee experience “important” or “very important,” according to a recent Deloitte survey.

Experience Digital certainly aren't alone.

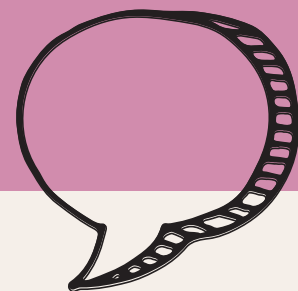
They turned to Worknice, a modern HR platform that consolidates traditional HRIS functions with performance, engagement and culture.



Competing for top talent is getting harder and harder. We came to realise that competing on 'experience and culture' was the most effective way to attract and retain talent.

But we've had some embarrassing moments in the past that had to be stamped out for good. We have had new hires waiting days for a computer to work on, and we even had an employee without a desk on arrival! It became clear we needed technology to lock in process and help us create an amazing first impression for new starters. We turned to Worknice.

Kath, Experience Digital





How onboarding was **BEFORE** Worknice

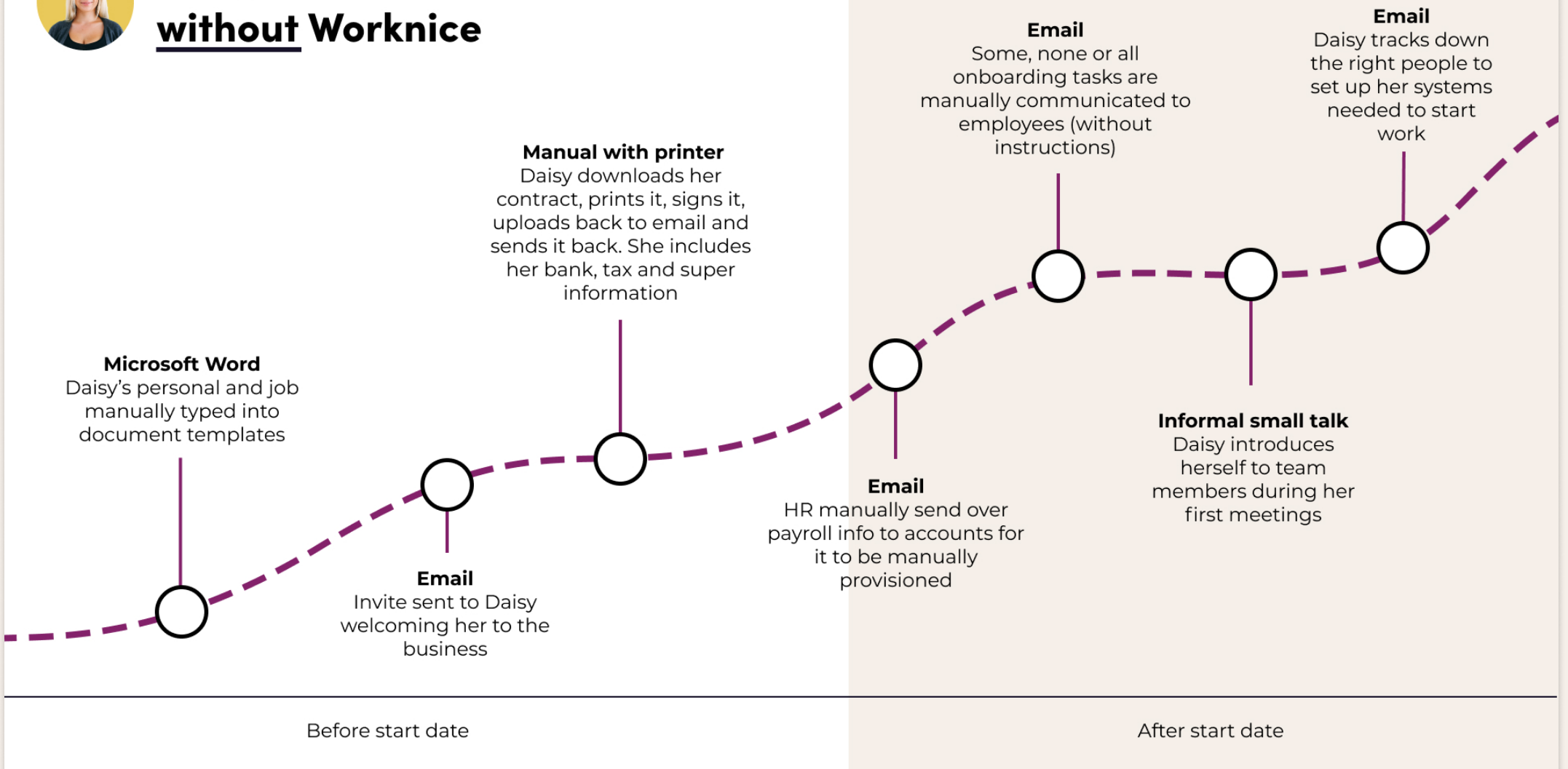
Multiple disconnected systems made up ED's onboarding process. This process was mainly comprised of Microsoft Office apps such as Word, Excel and Outlook and did not share data.

Not only does too many tools waste time, it's highly frustrating for workers. And you guessed it, frustrated workers quickly become disengaged workers. Shoe-horning in various HR apps to the workflow exacerbates the problem. No one wants to log into several different apps to create employee contracts, set up payroll, collect banking and super info, and so on.

With Worknice's consolidated approach, Kath has now been able to hire new employees in 5 minutes. Prior to Worknice she would spend days or weeks going back and forth on emails and pdf documents.



Daisy's onboarding experience without Worknice





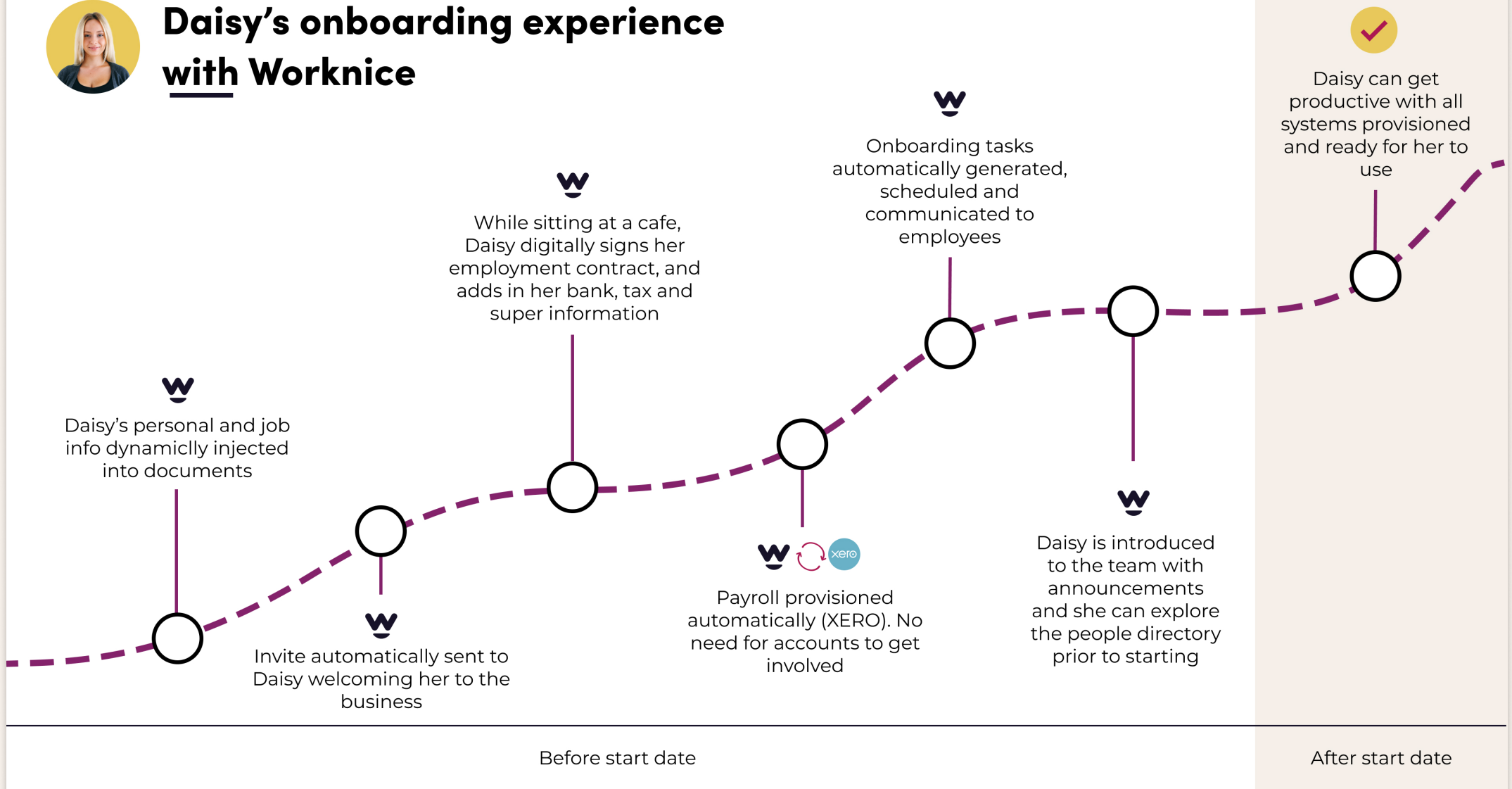
How onboarding was AFTER Worknice

Experience Digital aimed to create an effective employee experience that centered around delivering a simpler and more engaging onboarding experience—one that aligns with today's fast-paced, agile business environment and caters to tech-savvy millennials.

“We wanted a new hire sitting at a Sushi train to be able to sign their contract, add in their personal details, and start chatting and feeling a sense of belonging with their team members in a matter of minutes.”



Daisy's onboarding experience with Worknice





Learn more today

Get a demo

Get a demo or start a 15-day free trial.
Or talk to us about your plans and
discover how Worknice can help you
build a great company.

[GET A DEMO](#)

