

Human Resources Information Systems

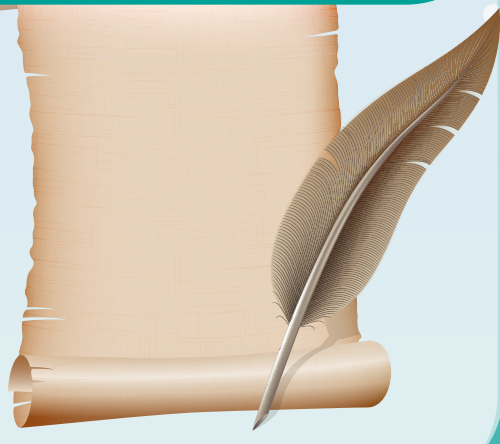
Leverage modern HRIS analytics and talent management capabilities to change HR into a proactive, business-driven function.

As the market evolves, capabilities that were once cutting edge become default and new functionality becomes differentiating. Payroll and benefits administration have become table stakes capabilities and should no longer be used to differentiate solutions. Instead focus on global capabilities, workforce management, advance learning capabilities, predictive analytics, and reporting to get the best fit for your requirements.



Leverage Info-Tech's Key Market Insights

How did we get here?



- HRIS products were originally the "record keepers" of employee data. They were essentially databases that collected demographic information, salary data, benefits administration, and performance appraisal results. The main objective of the systems was to maintain employee data integrity and centralization as opposed to the traditional model of using single-user spreadsheets and paper employee files.
- The HRIS was administered by the HR department with IT assistance. Reporting functionalities were basic and limited to employee lists, organizational charts, and historical salary information.
- HRIS began to integrate into ERP systems as HR became more complex, strategic, and less administratively focused in order to inform payroll and gain increased reporting capabilities.
- Large ERP vendors like Infor, Oracle, and SAP capitalized by offering HRIS as part of their overall offerings.

Understand where we are now



- **Align your needs with the core strengths of the product and vendor:** Every HRIS solution has its roots, whether in payroll, ERP, WFM, or any other number of functions, which may help determine the best-fit product for your organization's needs.
- **The degree of in-suite integration makes or breaks the user experience:** Not all suites are made equal in terms of integration. Growth by acquisition or reliance on channel partners to provide features may diminish ease of integration between modules.
- **Most integrated all-in-one suites still lack advanced learning capabilities:** Whether through organic development or partnerships, most products are maturing on all features, with the exception of learning and development capabilities. Integrating a separate best-in-class solution may be the better option in the short run.

Know where we are going:



- The highly strategic nature of HR has created a demand for more multi-functional products.
- "Integrated talent management" are the new buzz words. Vendors are now offering modules and partnerships that are easily integrated and configurable.
- Integration dominates, giving HR the flexibility to choose the best fit for the organization.
- Enter SaaS HRIS/HRMS products, which are independent of ERP systems and offer functionality beyond mere data repository.
- Configurable workflows, manager and employee self-service, payroll integration, and compliance reporting are key to making HR more efficient.
- Recruiting, performance management, succession planning, learning management, benchmarking, and analytics reporting are now high-demand functions to assist HR in becoming more strategic.
- Global capabilities and predictive analytics are the new wave of functionality that will improve processes and data-driven strategic decision making.



Know the Vendors and where they rank in our Vendor Landscape



ORACLE



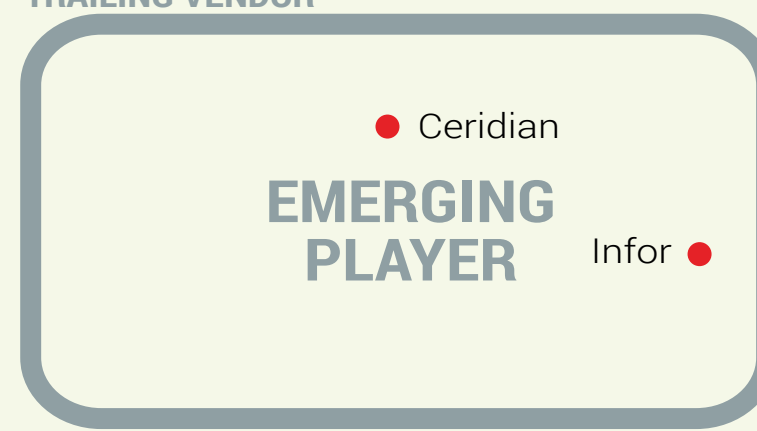
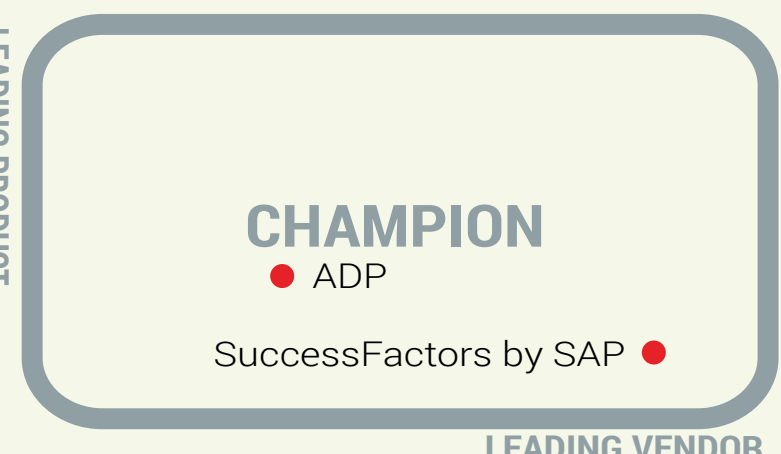
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An SAP Company

infor

Ultimate
SOFTWARE
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workday



Determine what vendor is your Champion given your unique use case.