

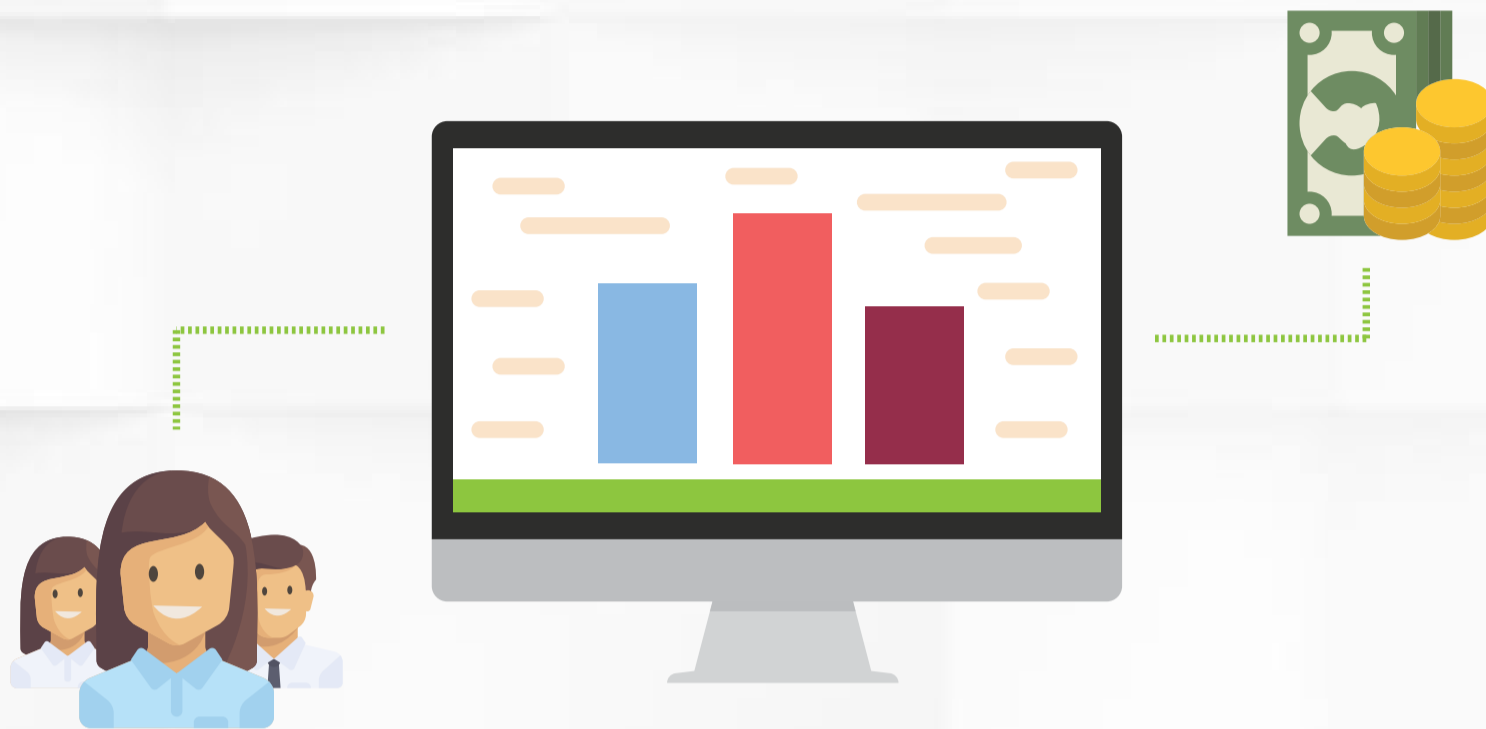
Beginner's Guide to

H R I S



Introduction

A Human Resource Information System (HRIS), is a software solution for small to mid-sized businesses to help automate and manage their HR, payroll, management and accounting activities.

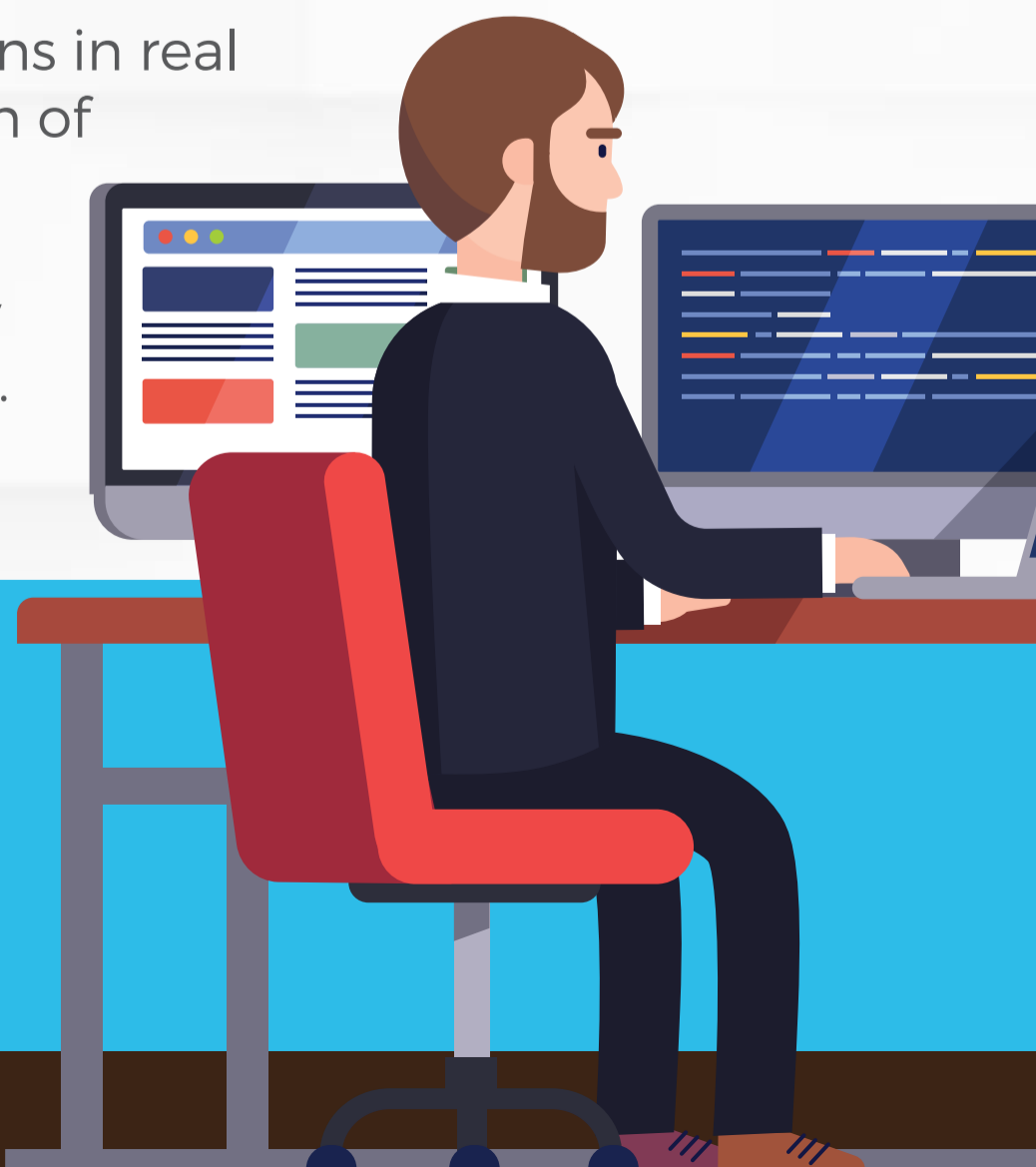


An HRIS generally should provide the capability to more effectively plan, control and manage HR costs; achieve improved efficiency and quality in HR decision making; and improve employee and managerial productivity and effectiveness.



Why opt for an HRIS

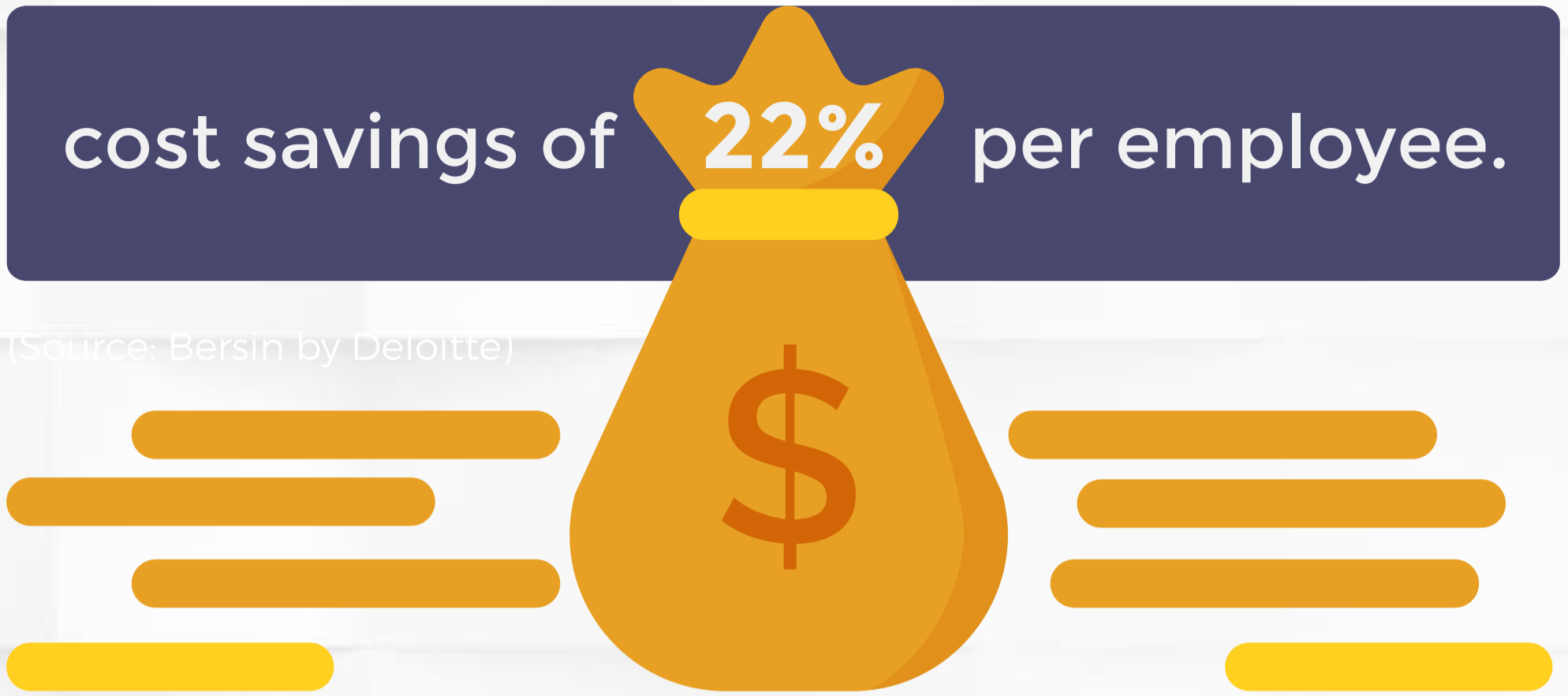
- Reduction of recurring tasks through automation.
- Speedy onboarding made possible by mobile accessibility.
- Reduction of paper and related materials and storage – often yields cost savings.
- Ease in distributing up-to-date materials concerning company policies and procedures.
- Potential for greater employee engagement through self-service options.
- Empowerment of employees to change benefits information directly as changes occur.
- Improved collaboration throughout organisation, even when there are multiple company locations.
- Improvements in training capabilities through integration with LMS and development tracking features.
- Scheduling optimisation with emphasis on compliance and immediate distribution to employees.
- Reduction of errors in payroll and employee information database.
- Improved time and attendance tracking abilities and accuracy.
- Ability to make more informed decisions in real time by using analytics and integration of organisational data.
- Decrease in compliance woes aided by alerts and automatic reporting options.



Companies with newly upgraded HR systems

cost savings of **22%** per employee.

(Source: Bersin by Deloitte)



Spending on cloud-based HR software is growing faster than spending on installed or on-premises HR software, and cloud-based HR software accounts up to **50%** or more of total HR technology spending.

(Source: Gartner)

48% of HR and talent professionals want to replace their current HR software with a cloud-based system.

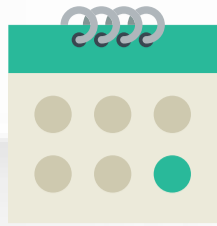
(Source: Information Services Group)



How can an HRIS add value to your business?

- Customisable features to suite your requirements.
- Pre-compiled module bundles.
- Multi-country and multi-currency adaptability.
- Analytical insights for visual overviews.
- Mobile access to everything on the go.
- Configure it the way you like it.
- Experience 24/7 global support.
- Boosted business intelligence.
- Highest security standards.
- 30% of your HR costs reduced.





Attendance Management

Accessible on
the go



Self service

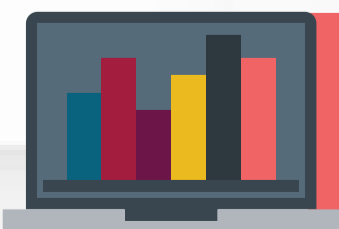


5 key features to a
successful HRIS

User friendly



Powerful reporting & analytics



10 must have modules for every HRIS

Recruitment

Onboarding

performance management

Administration

workforce management

Absence & leave

Time & attendance

Training & development

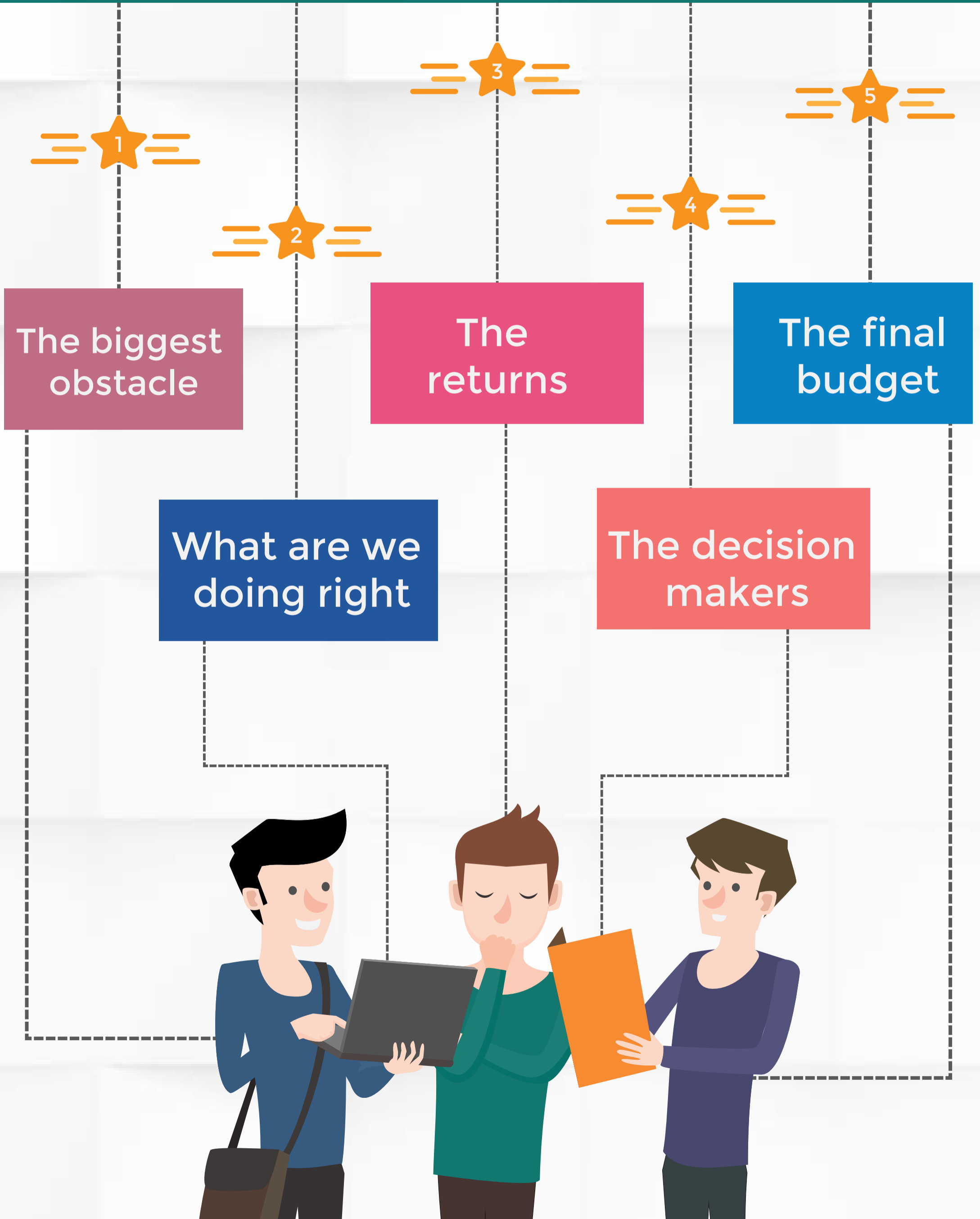
Talent management

HR analytics



Here are a few tips to get to consider before getting choosing the ideal HRIS

Identify



PeoplesHR

For further details on
Human Resource Information Systems

<http://www.peopleshr.com/>