



A Different Approach

SELECTING AN HR SYSTEM

As with all system selection your choice of HR software is of crucial importance to your business. Because the HR software is seen sometimes as a secondary application in a business less thought is given to it than is desirable, with expensive consequences and loss of opportunity.

YOUR HR STRATEGY

It is important first to have a clear view of your HR strategy. The HR Strategy of any organisation does not have to be complex, but it does have to fit with the overall company strategy, otherwise it will clash rather than contribute to the achievement of your organisation's aims. This strategy will have a big impact on the selection of an HR system solution. HR systems come in all shapes and sizes, from complex (and often expensive) systems to simple and effective absence management systems.

Before even looking at a single system for potential purchase you should have a clearly defined view of why you are buying, and what you intend the outcomes to be for your HR function.

It is often worth involving a consultant for a small amount of time to help bring clarity with this issue and select the best system for you.

IMPACT OF THE RIGHT SYSTEM.

The correct HR solution will achieve a number of things for your organisation:

1. Facilitate less labour intensive record keeping.
2. Assist with the expensive problem of absence management.
3. Assist with legal compliance issues relating to HR.
4. Be an important tool in delivering your objectives.

HR BEST PRACTISE

For too many organisations, HR has become a defensive function, protecting the company from claims against it, and resolving disputes. This combined with a mountain of administration resulting from recruitment, record keeping, appraisal documentation and much more prevents a positive proactive view of HR.



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The HR function in a company, large or small, should be positive, and proactive. It is the custodian of good practise, a major driver of internal culture and brand, and strong influence on the feel of the company as a place to work and develop – all things that flow directly to the bottom line. Spending time helping recruit the right people, managing their attendance and progress in the organisation are much better uses of time than being reactive. The right HR software will contribute to this by saving hours spent keeping records, or worse, by finding that inadequate records exist placing the company in a difficult position legally.

HR-PEOPLE

HR-People is a system focused on record keeping without back-ache, absence management, compliance, and providing a strong base for good HR practise without incurring a massive expense. It fits into a wide range of strategies, and is certainly worth a serious look. Perhaps more importantly, it is supported by experienced professionals who will understand your business needs and work with you to ensure they are met.

FINALLY

Before selecting your HR software, it is necessary to consider the following:

1. Fit with your company 's strategic aims.
2. Fit with your company's HR strategy.
3. Fit with your company's IT infrastructure and plans.
4. The level of empathy and support from the software provider.
5. The budget – some systems are very high budget.
6. Future plans that the software provider has.

HR People are used to working with you, and allowing you to move at your pace to facility these careful considerations before committing to any purchase.

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