

# Keep pace with a **CENTRALIZED HR SYSTEM**

The benefits of a central Human Resources Information System to support business growth.

While it may seem common to utilize a multitude of tools to support business processes and personnel on a daily basis, working with disparate tools can actually lead to data silos, inefficiencies and negative impacts on productivity. For HR departments, managing functions such as onboarding, benefits and payroll administration on separate systems and applications not only creates unnecessary complexity, but also increases the potential for errors.

To streamline HR processes and support business growth, implementing a centralized platform is ideal. These platforms are called Human Resources Information System (HRIS). An HRIS application allows for automation, improves productivity, and centralizes the employee lifecycle within one platform. Here

are four key benefits of a centralized HRIS application to support your company's goals:

## **GREATER FLEXIBILITY**

A system consisting of multiple tools, and even paper-based processes, may suffice for small businesses but, as companies expand, they require integrated applications to support their growing workforce and clients. Utilizing one application for payroll, another for training, and yet another application for onboarding and recruiting can quickly make business processes fragmented and needlessly complex.

A centralized HRIS application combines all these platforms together and gives your company the flexibility it needs to expand, while continuously meeting the needs of customers and staff. An HRIS application also provides the added benefit of delivering real-time data to HR teams and management to keep everyone apprised of performance issues, salary adjustments, new hires, and termination notices.

## **IMPROVED COMMUNICATION**

Technology makes business expansion easier than ever, in turn creating a demanding and fast-paced 24/7 business cycle. To meet the requirements of conducting business successfully in a global economy, your company needs a solid communication strategy.

A centralized HRIS application offers a strategic hub for HR professionals, management, and personnel to communicate, share information, and access policies, procedures, and other services. Communicating via a centralized system will keep everyone in your company on track to accomplish goals while reducing the spread of misinformation; this makes a single platform HR solution indispensable especially during growth and expansion phases, or during change when uncertainty is heightened.

Maintaining HR and business processes through



FROM THE US

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a single system also allows management to discover, address, and solve problems more easily by analyzing data and garnering feedback from employees and other personnel.

## **EMPLOYEE ENGAGEMENT**

According to Gallup's 2022 State of the Global Workplace Report, only 21% of employees are engaged at work and 44% of employees are stressed. This is a major concern, as employees are key to the success of any company. To reduce stress, boost engagement, and improve employee satisfaction, it's important to create HR policies and processes that encourage trust and respect. An HRIS application can put employees in control through the availability of self-service portals.

In addition to reducing the workload and increasing the quality of life for overworked HR departments, service portals give employees the freedom to access training information, request time off, and change benefits selections, among other tasks. Empowering employees with on-demand access to their own HR and benefits options delivers a greater degree of satisfaction at work and can significantly reduce requests to HR teams, allowing them to focus on more strategic tasks.

## **CLOUD CAPABILITIES**

Utilizing a multitude of tools and technologies not only creates more headaches, it also burns through budgets faster. When each software

solution is owned by a different organization, there is going to be additional costs for support, data storage, backup, and compliance requirements for each solution. These ancillary costs add to the total cost of ownership (TCO) and ultimately to the total cost of operations.

The ideal HRIS application will offer an operational expense model, where services are in the cloud. A cloud-based HRIS application is more cost-effective as there's no need to purchase or install any additional software, and there are no additional maintenance costs. Further substantial savings can be achieved through the HRIS application's automated capabilities.

Overall, a centralized HR system allows you to keep pace with growth and proactively manage the needs of your business, customers, and – most importantly – your employees. Employees have deeper levels of engagement and satisfaction, and your business achieves greater levels of efficiency. ■

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