



THE BENEFITS OF AUTOMATED HR

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Reduction of employee onboarding time	3
Recruitment can be consolidated	4
Time dedicated to payroll can be reallocated	5
Easy access to information and query help	6
Training becomes streamlined	7
Everyone is up to date	8
Environmental impact	9
Tracking employee data	10
Increased revenue and money saving	11



Human Resources is an inevitable product of any company. Whether you're a restaurant chain or a design business, there will be someone at some point in the chain of command who hires, organises and documents.

Simply put, HR organises employee management, from the hiring stage, to payroll, employee training and courses, as well as the resources dedicated to each area when needed. It requires computer and managerial skills, as well as an occasionally thick skin.

Unfortunately, Human Resources does not always have the best name for itself.



"Dear Human Resources, you are neither human nor resourceful - please change your department name,"

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**"I never promised you a company car.
I promised you a set of wheels."**

Over the years HR people have been the butt of many office jokes. The job of administrating and organising, often moving funds or help from one area to the other, can make anyone unpopular. What's more, so many functions of an HR employee – plugging in numbers and ordering shifts, do not require a lot of training.

In today's modern age, many functions of our everyday lives are automated. From the checkout at the supermarket, to online banking,



The people in HR consistently get a bad wrap – so why not remove them from the equation? Everyday menial tasks are being increasingly taken over by our digital friends.

There are many benefits to making aspects of, or all of your Human Resources, an automated system. This modern age of technology has made it possible to delegate and advance our workplaces, making them run smoother and more efficiently.

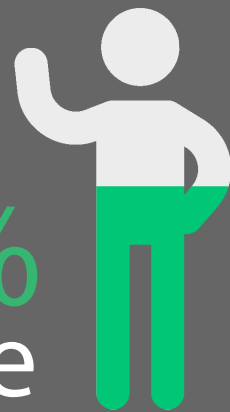


REDUCTION OF EMPLOYEE ONBOARDING TIME

For Fortune 500 companies, up to **50%** of new hires did not remain at their position for even **2 years**.



50%
Leave



Initiating and training an employee requires time. Forms have to be completed, courses have to be undertaken, and after this, the employee may decide they're not suited for the job.

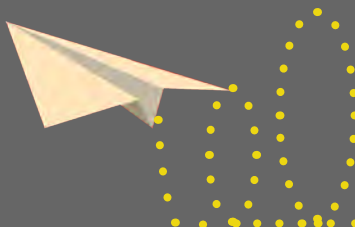
Employees decide in the first **90 days** whether they will stay at their new job.



Automated HR systems can streamline this process, allowing forms, waivers confidentiality agreements, and more to be sent directly to the employee, then straight on to the designated location.

By making **onboarding** faster and more user friendly, it not only makes it easier to replace staff, but it also reduces employee turnover by making onboarding a relatively painless process.

Employees with **structured onboarding** are **58%** more likely to be at the company after **3 years**.





RECRUITMENT CAN BE CONSOLIDATED

Not only can automated HR help onboard new employees, it can also help during the recruitment process to organise information. Trying to fill a new position can be a strenuous, expensive, and disjointed process, pulling up resumes, and then cover letters, going back through email trying to find a missing applicant, or dealing with multiple loose sheets of paper.



The American Management Association found-

Employee turnover can cost from 30-150% of an employee's salary.



A system such as **Roubler** can consolidate applicant data into one place, including skills, experience, **performance analytics** and contact details. This allows for easier comparison and access for all departments involved in the hiring decision.

Additional, this allows storage of potential candidates' information for quick filling of empty positions, cutting costs and time required finding new skilled workers.



TIME DEDICATED TO PAYROLL CAN BE REALLOCATED



Small business who outsource payroll services spend more than **\$500 per month.**

A SURVEY OF 1500 SMALL BUSINESSES FOUND-



That organise payroll themselves spend more than 6 hours a month on the process. **This equates to \$6000 a year for outsourcing, or almost \$2600 in-house.**

This time and money could be better allocated in other areas of the business. What's more, with the responsibility for payroll falling between HR and accounting, information about pay packets or amounts can be lost in transmission, leaving employees being paid late, or not enough. This can lead to employee dissatisfaction, and the loss of good workers.

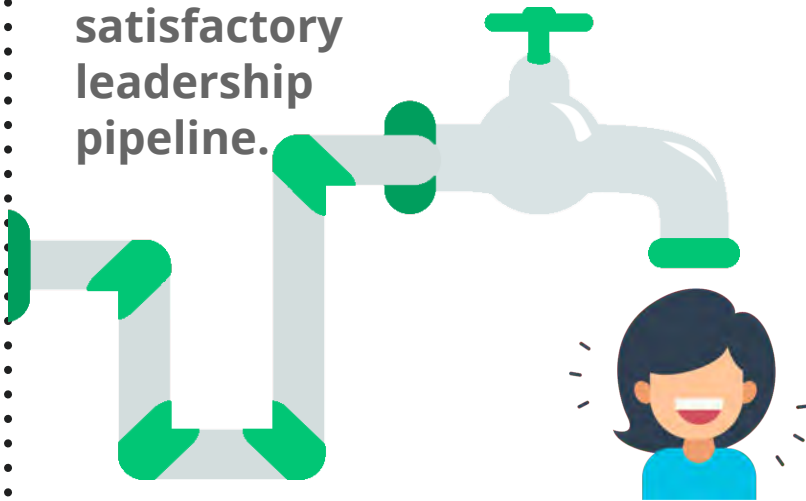
Automated payroll systems incorporated within an HR soft-

ware platform consolidate both department responsibilities into one electronic database. This frees up time transferring information from one sector to another, and most problems associated with human error are bypassed.

Employees will be happier when receiving timely and correct wage packets, and HR will receive fewer queries, freeing up work hours for other matters.

EASY ACCESS TO INFORMATION AND QUERY HELP

86% felt that they did not have a satisfactory leadership pipeline.



76% saw a real issue with employee engagement and retention.

The Deloitte Global Human Capital Trends study, business and HR leaders of 2,500 organisations.

From this it is clear that employees need to be engaged, and feel like their voices are being heard. With automated HR, you can implement a query system and provide easy access to information that could help employees answer the question themselves.

Simple requests such as access to pay information or training can bypass HR professionals, with employees being able to readily find or apply for the information on the system.

Furthermore, similar requests can be dealt with together, freeing up more time. Employees who were unable to

proceed without a go-ahead or more information can begin work again sooner, and information will not be lost by being separated between various emails or notes – it will be directed immediately to the appropriate person.

The time not spent on these menial tasks can be funnelled into increased productivity both for employees and HR professionals. Furthermore, employees will feel empowered by increased access to managing their own training and development.

TRAINING BECOMES AUTOMATED AND STREAMLINED

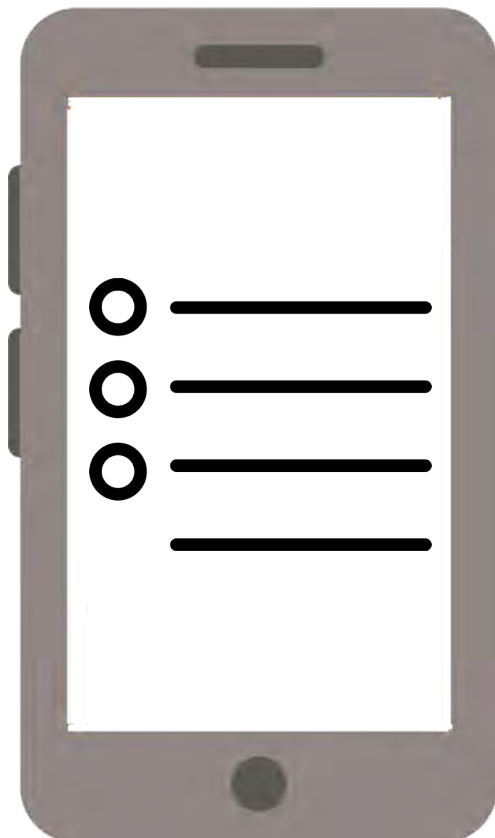


When a new training module becomes available, employees will simply be notified online and run through the process on their own. Once completed, their information will be updated, and the relevant departments can instantly have the information. This way, it's easy to tell who is falling behind on training, and as previously mentioned,

employees can apply for and complete training on their own, and have it automatically added to their file. This gives employees a chance to improve themselves and their training, as well as giving HR a better idea of who is completing activities in a timely manner, and who is becoming increasingly qualified for a higher position.

EVERYONE IS UP TO DATE

When group emails are sent out, or information is written up on a common noticeboard, people miss information. Everyone at some point in their lives has found a rogue important email lingering in their junk box, or bypassed the whiteboard on their way in and discovered halfway through the day they were needed in a meeting twenty minutes ago.

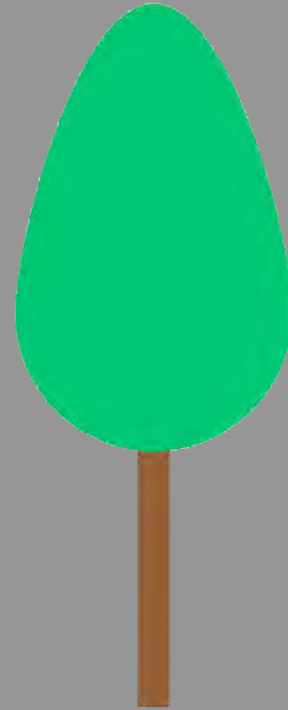


Automated HR systems can [publish information](#) to every employee's account, making it impossible to miss important information. It is also useful specifically for HR professionals, making information such as new hires and employees still to be trained available in one place on an easy to read page.

This is also useful for [onboarding](#) new employees, with the system sending out an automatic information and training package when they first begin.

ENVIRONMENTAL IMPACT

Increasingly companies are seeking to lessen their environmental impact, being seen as environmentally friendly. Moving the trend away from paper resumes, pay slips and forms reduces the impact on the environment. Companies who “go green” are seen more favourably by the public and prospective employees.

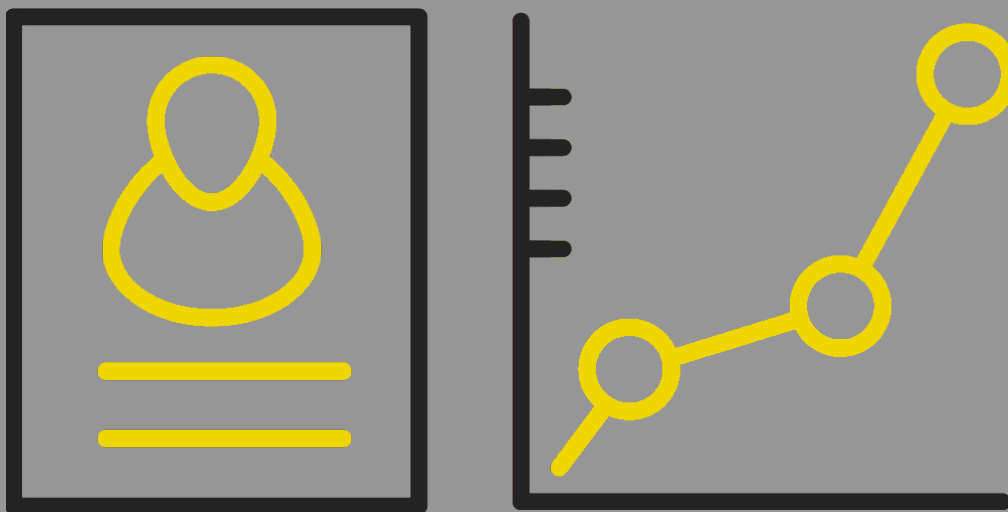


What's more, even small businesses go through thousands of sheets of paper every year. This money could be better spent on far more productive processes.

TRACKING EMPLOYEE DATA

A large part of HR is having all employee information on hand in order to make informed decisions. Being able to assess whether departments are performing optimally and there is a good work to revenue balance is essential to keeping a business going. With [automated HR](#), data can be easily consolidated and analysed – reports can be sent to upper management, or wherever they're required, at the click of a button.

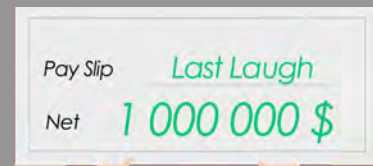
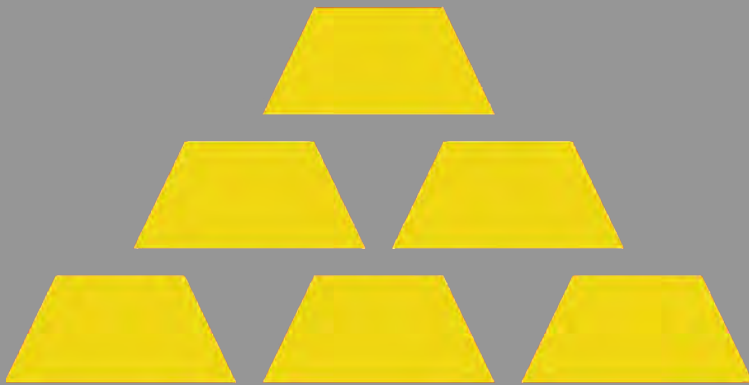
Information about things such as employee turnover, how long they've been with the company and sector productivity and earnings can all be readily accessed on an [automated HR dashboard](#). This makes it possible to easily track a group or individual's progress, and identify possible areas of growth.



This is useful for demographic tracking – if a company requires a level of diversity, this information can be recorded at the onboarding stage, and when census time comes and information is needed quickly, no further questions required.

With employees able to edit their own information, each update will auto-sync with the rest of the system, bypassing the need to manually plug in extra information and ensure others are aware. It will simply happen immediately.

INCREASED REVENUE AND MONEY SAVING



In a survey of HR professionals, **27%** saw price as their biggest barrier to using fully integrated automated HR.

However, when investigated further, automated HR can potentially save companies **millions of dollars.**

During [offboarding](#), it is difficult to keep track of all the information an employee needs to be removed from, as well as the payment amount they should receive upon leaving. Pieces of paper or emails from years back can be difficult to track down and take care of. The Legislative Audit Bureau found that the University of Wisconsin overpaid health insurance premiums by \$15.4 million, over half to ex-employees.

In a world where so many things are digitalised, it can be difficult to tell if an employee still has access to re-

stricted files after leaving their place of work. Companies could require the return of key cards, computers and other electronic devices, as well as deactivating access to emails or secure drop boxes. Claire Schooley, senior analyst at Forrester Research Inc., as well as Rebecca Wettemann, research vice president at Nucleus Research both agree that an automated HR system can help ensure the offboarding process is airtight, lessening opportunities for wrongful dismissal lawsuits, as well as decreasing work hours required to offboard an employee.

roubler.

Roubler's is the only completely automated end-to-end workforce management service. The platform is seamlessly integrated to reduce paperwork, time in administration and labour costs. It's the easiest, most cost-effective solution to instantly increase your workforce efficiency, productivity and profits. Unlike others in the market Roubler does it all from recruitment, to specifically matching candidates to your workplace, onboarding them, scheduling, time and attendance, performance management and payroll. Discover the Roubler difference with a 30 day free trial.

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