HR TECH: MARKET TRENDS

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Your Presenters

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Benefit Technology Resources®

AGENDA

01
Technology
Market Trends

02
Current Systems:
Gap Analysis

03
Gap Analysis
Results

Who We Are

The **largest** mid-market HR Technology consulting firm in the U.S.

We are **independent.**

We are subject matter experts in a wide array of **HR technologies,** including:

- ✓ Benefits Administration
- ✓ HRIS – Human Resource Information Systems
- ✓ Payroll Administration
- ✓ Compliance Reporting (ACA)
- ✓ Time Keeping
- ✓ Performance Management
- ✓ Recruiting
- ✓ Talent Management
- ✓ And More

ANALYTICS

What Are Analytics?

Analytics data is actionable data that can help solve complex business problems allowing you to drive toward strategic solutions.

How Is Data Captured And Measured?

HCM Technology

Payroll

Applicant Tracking

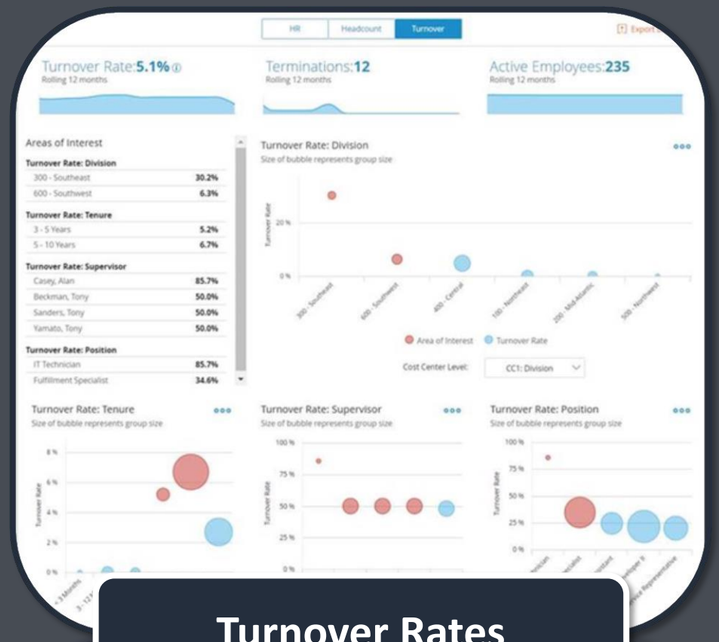
Benefits Administration

Strategic Objectives

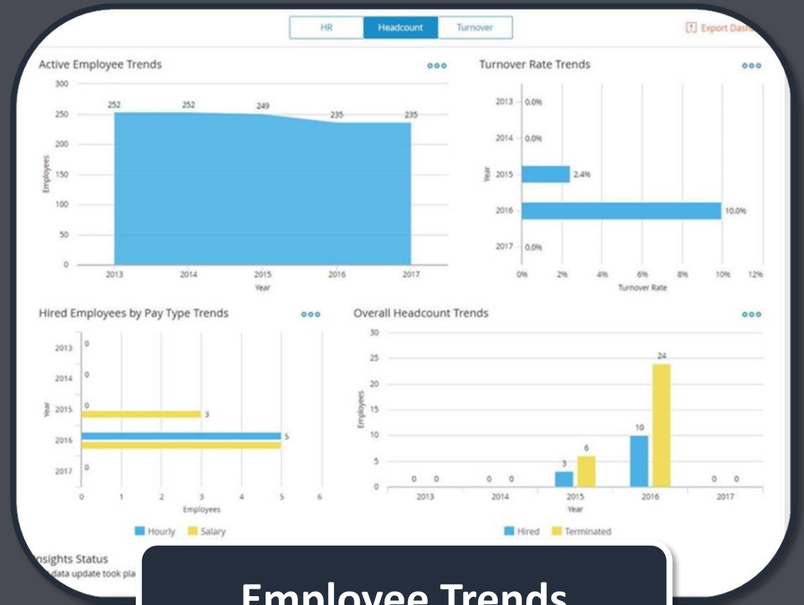
Workforce Optimization

Dashboards

- Visual representation of data
- Faster
- Easier to read
- Often have a customizable interface

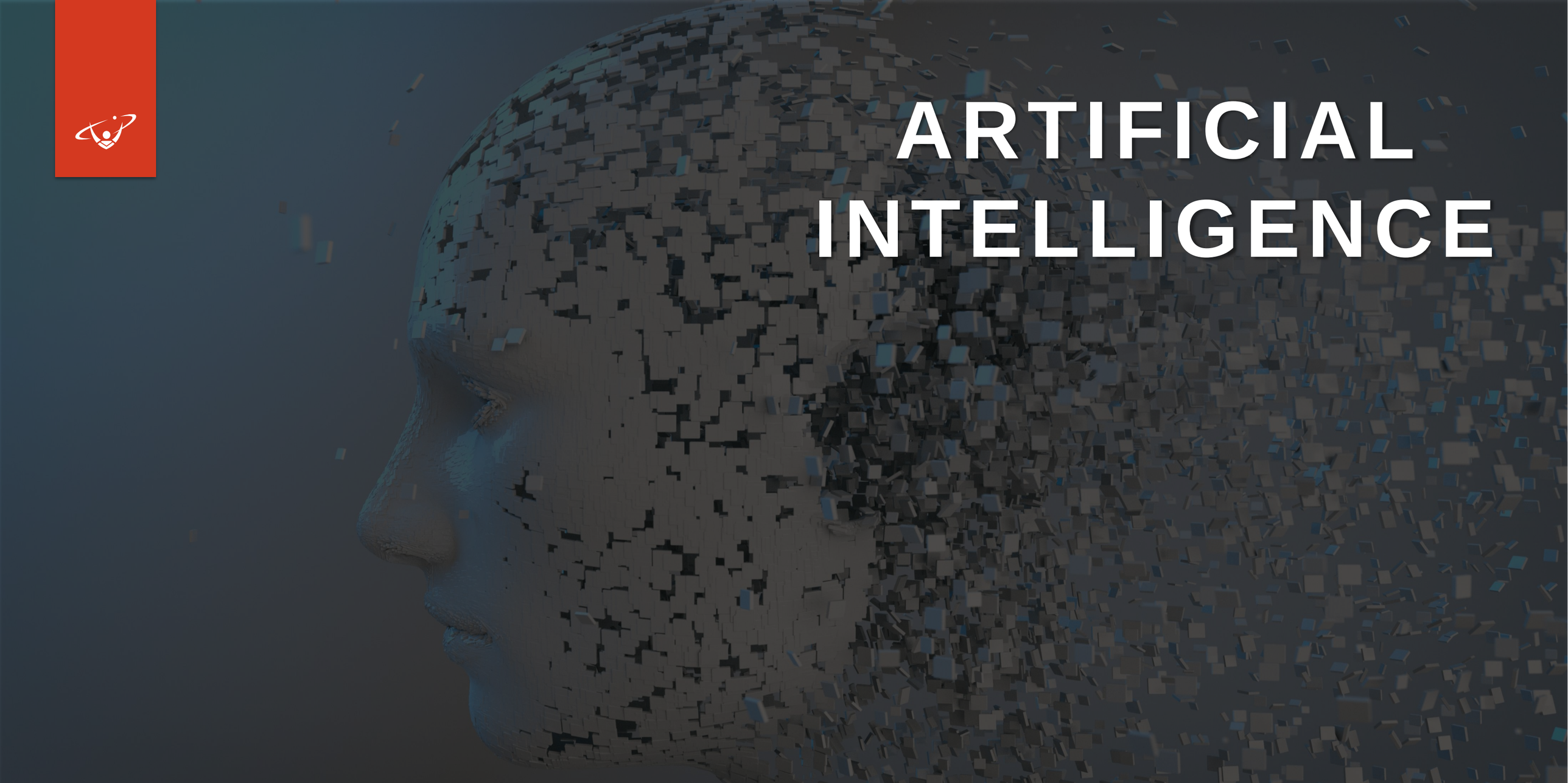


Turnover Rates



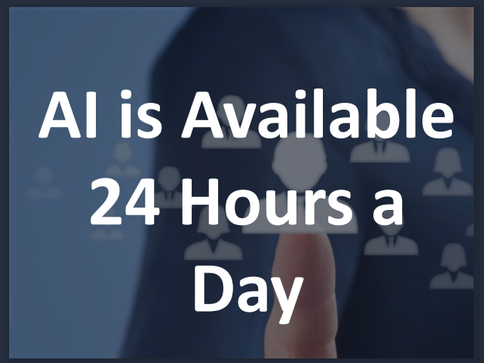
Employee Trends

Employee Demographics


ARTIFICIAL
INTELLIGENCE

What Is AI and Why is it Valuable?

AI is a machine's ability to perform almost human cognitive functions



AI in HR

- Decision support
- Next level of Employee Self-Service
- Chat bots at call centers instead of humans
- Free HR staff from many repetitive tasks

EMPLOYEE ENGAGEMENT

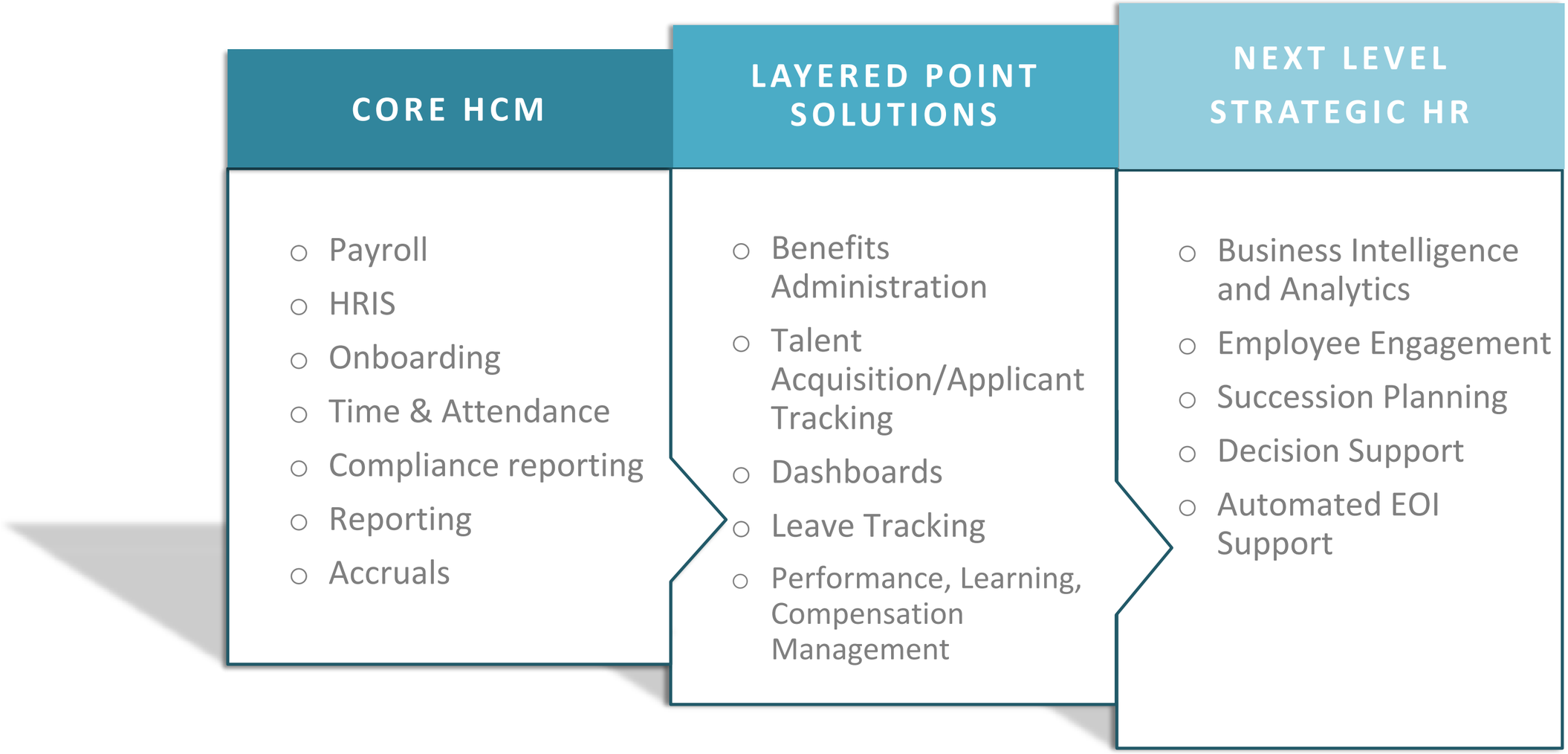
Employee Engagement

- Pre-boarding
- Retention
- Social components
- Mobile

> “Those organizations with ‘no plans’ to enable Mobile are twice as likely to have responded that their HR function has no credibility within the organization, while organizations with Mobile-enabled HR are three times more likely to be viewed as a strategic business partner.” (Sierra Cedar pg 94.)

LAYERING TECHNOLOGY

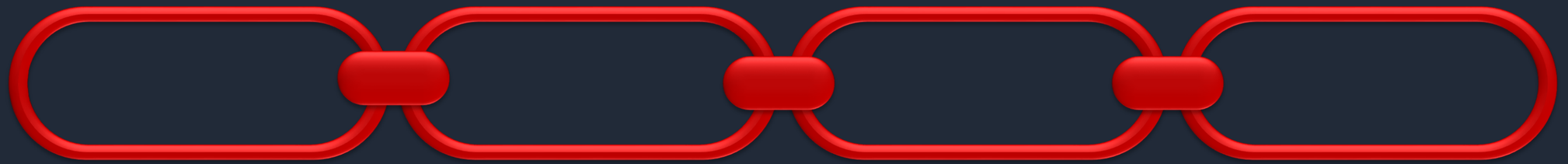
Layering Technology



HR Tech Trends: A Look Ahead...

Blockchain

- Technology that powers Bitcoin and other crypto-currencies
- Decentralized, public database or ledger
- Every transaction creates a timestamped “block”, that cannot be modified, within the chain



Standalone Point Solutions

- Benefits Administration
- Performance Management
- Workforce Optimization

GAP ANALYSIS

Gap Analysis

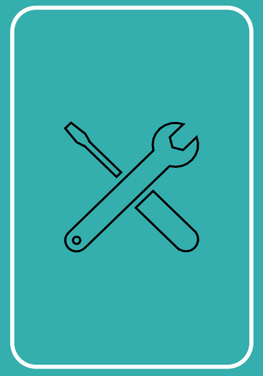
- Was the system fully implemented?
- How is it working?
- Is the system optimized?
- Employee experience/company culture
- Are you leveraging the system to the fullest extent you need?
- Answer these questions, then engage your vendor partner

Gap Analysis Results

Stay with current vendor?

Look at new vendors?

Last Look



- There are a lot of tools available.
- Do you need them all?
- What makes sense for my organization?

Coming Soon: The Partners Group Technology Offering

Developing the link between employee benefits and technology

We have invested in a benefits technology product that will be able to assist with:

- Benefit enrollment, both at renewal and ongoing
- ACA tracking
- Onboarding
- PTO tracking, and more!

Beta testing with select groups in 2019

Launching our product in Jan 2020!

Questions & Answers

Psst… If you attended the full webinar you will receive an email with your HR credit!

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THANK YOU

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