

TOP 5 PROCESSES

EVERY HR MANAGER SHOULD TRANSFORM IN 2016

2016 IS THE YEAR OF THE ENTERPRISE HR SYSTEMS STRATEGY

43% of organizations report having a major HR systems strategy initiative, according to the 2015-2016 Sierra-Cedar HR Systems Survey.

Can you keep up?

Improving critical processes can help you achieve strategic goals and establish your HR department as a business transformation leader.



TOP HR PROCESSES

1

EMPLOYEE ONBOARDING AND OFFBOARDING

Simplify your procedures with automated workflows that activate and deactivate user accounts and devices. Online forms capture equipment details, IT access requests, and more.

2

PERFORMANCE REVIEWS

Reduce subjectivity and inconsistency through automated processes that allow managers and employees to set and track performance objectives.

3

PAYROLL PROCESSING

Eliminate errors and make sure your employees are paid on time with solutions that retrieve clock-in and clock-out times and integrate the data into workflows.

4

NEW HIRE APPROVALS AND RECRUITING

Online forms for new hire requests automatically move through workflows for appropriate approvals and prepare for onboarding.

5

POLICY MANAGEMENT

Ease the headache of enforcing and managing company policies by making it easy to ensure compliance, secure critical records and review and update policies as needed.

WHY DOES THIS MATTER?

SOME OF THE CHALLENGES FACED BY HR LEADERS INCLUDE:



Unable to integrate or adapt

The average HR management system is nearly 5 years old



No time to prioritize

Manual, paper-based processes take time away from high-value strategic activities



Lack of knowledge resources

HR staff is not always trained to assume technology management and usage responsibility



What endorsement?

HR staff is not traditionally strong at making the case for tech investments



Must adjust to improve

Changing business requirements need to focus on operational excellence

+59%

In world-class organizations, technology spend per HR FTE is higher (nearly 80%) due to greater use of process automation. These organizations are able to service 59% more employees per FTE and allow HR staff to devote more time to talent and business performance-related activities.

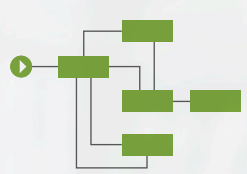
CREATE YOUR OWN APPS

Take control of delivering automated HR processes, with applications your team creates that use forms, workflow, data and reports to allocate work to the right people, with all the information they need to make great decisions.



FORMS

Quickly and easily create forms for business process applications with no code and no loss of control.



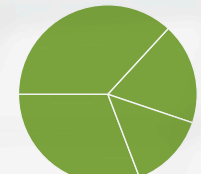
WORKFLOW

Drive actions, ensure consistency, and increase visibility with automated workflows that connect your people and systems.



DATA

Use visual tools to build reusable entities that use LOB and Web-based data, regardless of where it lives.



REPORTS

Track your applications with real-time insight into process status and business performance.

LEARN MORE ABOUT STREAMLINING YOUR HR PROCESSES AT

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