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The 5 Most Important Things You Should Know About HR Software & Personnel Software

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Employee absenteeism, Vacancies, Training needs, Pay increase, Promotions, Appraisals, Disciplinary, New starters, Employment contracts, Ever-changing legislation it's all enough to make even the most organised organisation run for cover!

Who would have guessed that you'd have more responsibilities instead of less once you started hiring employees? Wasn't streamlining operations the whole goal of hiring employees in the first place?

Does this sound familiar?

If you're reading this, it's probably because you've heard that HR software is helping organisations just like yours streamline matters related to HR and personnel. Perhaps you've even inquired about some of the HR software packages currently on the market.

When it comes to HR software, the options can seem so confusing, especially if you're not an expert on HR issues or software implementation. But don't let that hold you back. As you search through your HR software options, keep the following in mind.

1. Know that HR software is not created equally.

As you start researching HR software it won't take long to realize you have quite a few options. And although HR software helps encourage equitable treatment of your employees, that's not the way this software is designed. In other words, there's no “one-package-fits-all” solution and what's right for one organisation might not be right for yours.

Some HR software is designed for enterprise use. Some integrate with off-the-shelf software and others don't. Some may not do business the way you do business because they're designed for vertical market use. If you can quickly omit those you know aren't right for your organisation, your remaining choices become more manageable.

2. Know your organisation's needs now and in the future.

Investing in HR software designed to manage organisations with just a handful of employees might seem like the right choice now, but it may not be right next year after all your projections for growth are realized. If your organisation's plans call for adding new hires the HR software you choose must be capable of growing as your HR needs grow.



3. Know how HR software is priced.

Different HR software vendors offer different pricing structures so make sure you understand what's included in each price you're quoted. It is one thing to purchase HR software, but it won't do your organisation any good until it's installed and your employees know how to use it.

Some vendors bundle unlimited users, installation and training into the price of the software. Others charge extra for these services and for on-going technical support. Some software is priced by the number of employees. Some include modules like payroll in the base price while others charge a base price and then another price for the different add-on modules they offer. It's your money and if the pricing structure is confusing don't be afraid to ask for clarification.

4. Know that HR Software is not nearly as expensive as you think.

Having talked about how confusing pricing can be, you'll be happy to know that HR software probably won't cost as much as you think. Like all technology, the longer it's around, the less expensive it becomes. That's exactly what's happening in the HR software market. There's now more competition and that translates to more affordable choices, regardless of the size of your organisation.

5. Know that installing HR software can actually save money.

Once HR processes are automated there's less time wasted duplicating tasks, incorrectly performing tasks, and searching for misplaced documents. Remember time is money so whenever you save time, you naturally save money.

HR software also helps improve communication and coordination among the different departments within your organisations. When the flow of information improves and tasks coordinated, employee training and appraisals take place when they should, hours worked and used are communicated to the proper department on time, budgets are better balanced, and more. Efficiently run organisations waste less/save more money.

As an added bonus, with your organisation running smoothly, relations among your employees and your customers are likely to improve. That right there might give your organisation the edge it needs to rise above the competition!

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We do this by understanding your needs and requirements. Only once we have Simply Personnel has been providing HR systems for over 10 years. We have a base of over 2,000 customers; many of them top performing organisations within the UK. Our customers are in virtually every industry and operate domestically and internationally.

Customer satisfaction is important to us – we hold regular meetings with you to ensure that our solutions are meeting your needs and plan your objectives for the future.

The successful implementation of the Human Resources systems depends upon selecting the right software and systems. Equally important is the selection of the right supplier who can really understand your requirements and establish an effective working relationship.

With offices in the UK for sales, product support and development, Simply Personnel is committed to providing cost effective HR systems - before you decide to buy compare our prices and products.