PeoplesHR
TURBO

The 7 Deadly Sins of HR Software

HELL

1. How the hell did I end up in HR hell?

Is this the worst nightmare ever? Or did I just die and wake up in hell already?

Picture this. You're stuck at your desk sifting through paperwork and updating excel data sheets. Your company is still heavily reliant on paper-based HR processes and documents. You have to turn up to work everyday to make sure the rest can work from home. & most importantly you have zero time to interact with your employees.

Now that sounds like you're stuck in HR hell.

To those who work outside the HR planet, HR is seen as an easy job. It is about hiring new people, organising fun office parties and having the occasional "talk" with employees when necessary. But let's face the truth.

> *Managing HR operations can be incredibly exhausting & maintaining efficiency can be extremely difficult with the variety of tasks that the average HR professional must deal with.*

And because of this, companies are leaving spreadsheets behind for very good reasons. With so many changes after the pandemic, there are layers of complexity and accurate record keeping is essential. Hybrid working is the new norm and part of teams are working from home permanently. It is impossible for HR managers to manage remote teams with spreadsheets. As a result, many teams are turning to a Human Resource Information System which is an angel in disguise to streamline their HR processes.
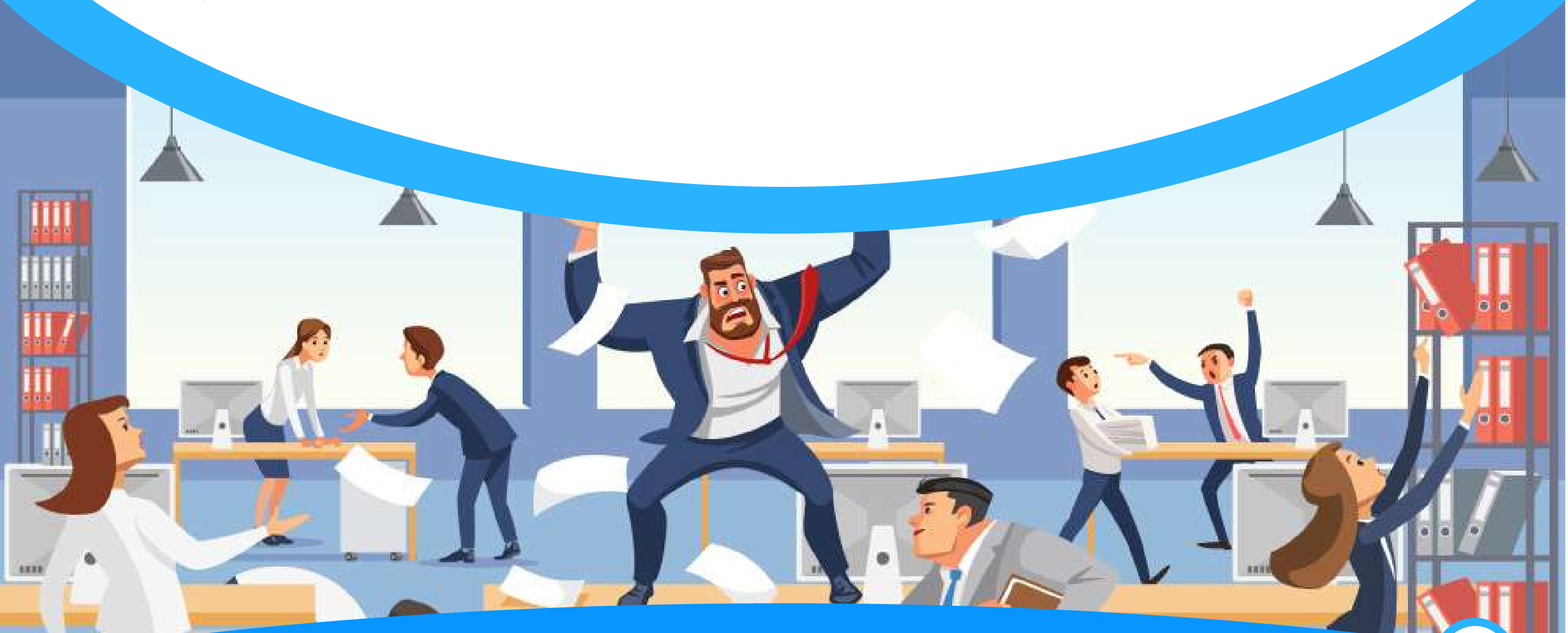
2. Restoring faith in HR with HR automation

If you give some thought to it, your employees are not going to trust you if you have not upgraded yourself to the new & improved ways of doing things. When you take ages to respond to your employees' queries or requests because you are caught up searching through multiple sheets and folders, your employees are eventually going to leave your company out of sheer frustration.

Now automating your HR operations doesn't mean firing all your HR team members (or throwing them down to the lowest pits of hell if you hated them) & replacing them with an HRIS. While hopping on to the bandwagon & automating your HR, it is essential for HR managers to strike a balance between human interaction and automation. We must keep in mind that an organisation is first made up of employees, who are human beings who need to communicate. An HRIS should only be used to automate repetitive tasks. For the rest of the tasks, a real living breathing human being is needed.

HR automation or an HR Software helps restore faith among your employees (even the most estranged disbelievers) on your HR department & organisation.
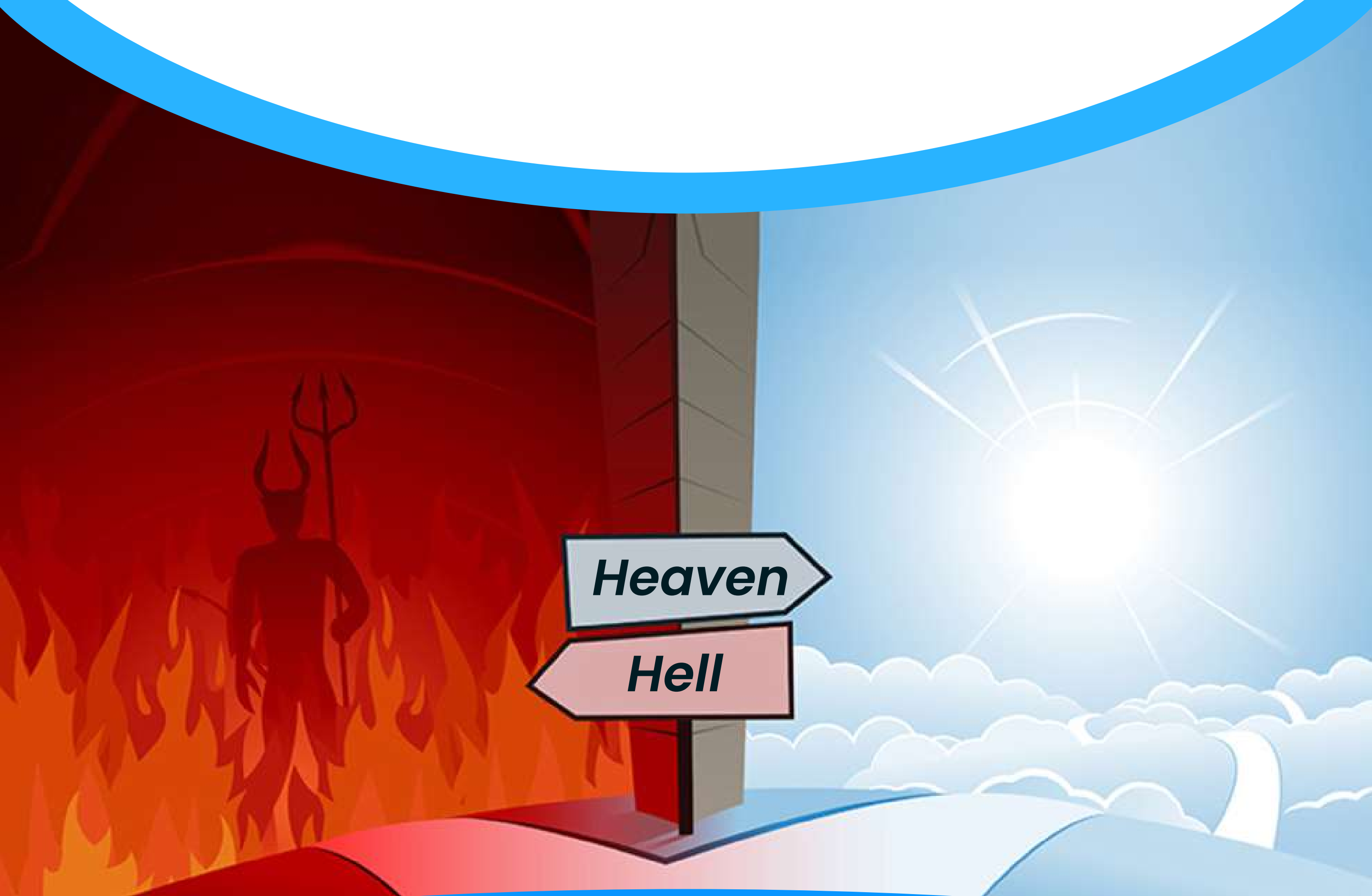
3. The 7 deadly sins of HR software

While we have now established what the need of the hour is – to automate your HR operations with the right HR Software, there are also some deadly sins HR mangers and companies commit when selecting or implementing one.

Sin 1 Prideful UI – The "well dressed devil"

Very often people get lost in the way a software looks rather than how it actually works. True your "aesthetics" being pretty & cool makes a difference especially because it creates the first impression. And if you've worked with low-effort websites or apps in the recent past, you'll know exactly how frustrating it can be to deal with badly designed UI. *Trust us, we know it!*

While having a user-friendly interface is important, it's not the most important thing companies should consider when selecting HR software. Let's say you opted for a software which looks super cool. But if your employees are constantly after you like a broken record with messages like "I'm not sure if my benefit application got submitted", "Where do I check for my leave balances?", or if you have to constantly keep getting in touch with support for admin reasons, then your investment in the so-called UI is not worthwhile at all. Software like this is only a well-dressed devil or we may also call it fashionably as **the Devil that wore Prada!**

How do I repent against this sin?

The primary purpose of HR software is to help companies manage their HR tasks more efficiently. This means they need an HR Software that provides robust functionality & can meet the needs of the organization. A user-friendly interface is great, but if the software lacks the necessary features, it won't be effective. Especially if you're running a small business, & you're looking to automate your HR operations, we'd suggest you always opt for functionality over aesthetics.

Sin 2   **Greed for immediate ROI**

> *The devil himself is the source of all temptation.*

Any new software is an investment in your business, & you must see a return on that investment. That ROI may be solely financial or it might be greater efficiency. Or it could be some other unexpected benefit.

While your management team wants to see ROI, one should avoid the temptation of immediate ROI and instead focus on a long-term strategy. When companies have greed for immediate ROI, they prioritize short-term gains over long-term benefits and this approach can lead to several negative outcomes like rushed or poor implementation, not investing enough time and resources into training and adoption and choosing a software vendor solely based on cost, without considering the vendor's reputation, support capabilities, or product quality leading to poor customer service and a lack of ongoing support.
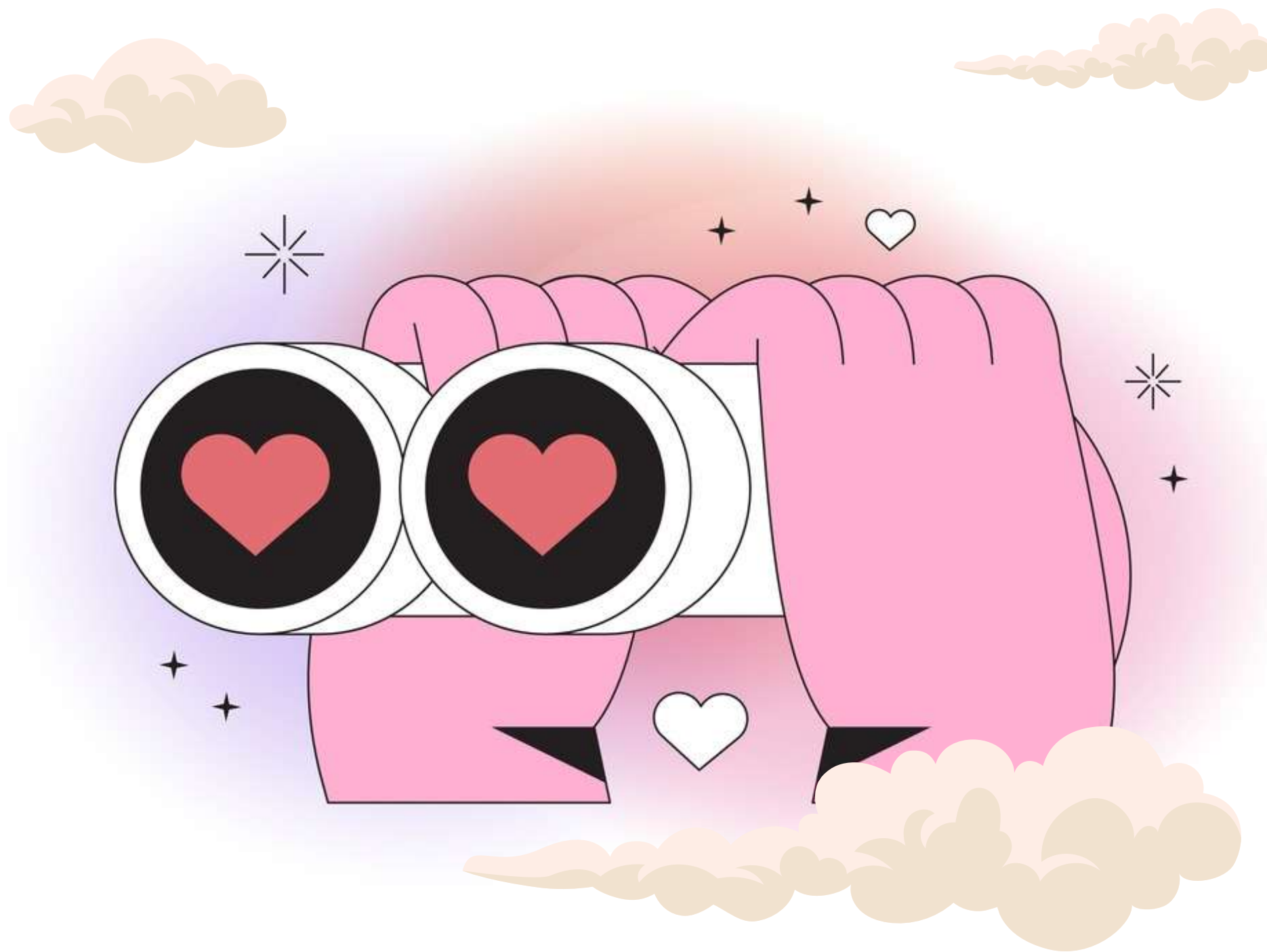
How do I repent against this sin?

The purpose of investing in an HR software is the hope & certainty that it will bring about the desired change in the organisation. The time it takes for companies to see & measure the ROI of investing in an HR software can vary depending on several factors. If you want to see ROI as soon as possible, it's critical to pace yourself because rushing in will only hamper your ROI, & eventual course correction will only lengthen the time it takes to see it. There is no point in coming to your senses and complaining that "the devil made me do it" once everything has gone wrong.

Sin 3 Lusting for visibility that goes mismanaged

Visibility is not inherently bad when it comes to implementing a new HR Software in a company. In fact, it is quite the opposite. But it can be problematic if it is not properly managed. For example, if there is too much visibility, employees may feel that they are under constant scrutiny, which can lead to stress & burnout.

While visibility can have many positive effects when using a new HRIS, it is important to strike a balance between transparency and privacy to avoid the potential negative effects of increased pressure, micromanagement, distraction, resistance to change, and security risks.

How can I repent against this sin?

Defining clear roles and responsibilities, communicating clearly, monitoring progress & conducting regular risk assessments can help even out & manage visibility more effectively.

Sin 4 Envy over competitor's digital adoption

The world is moving incredibly fast after the pandemic. Almost all processes are automated or on a path towards automation. But have you noticed that when two companies are using the same software, one tends to see better results faster than the other.

If you're part of the other company, you cannot avoid but feel a little envious. "What are they doing that we aren't?"

The answer could be that they are using a better digital adoption strategy or even tools and platforms.

We are not claiming that digital adoption is a bad thing. It is absolutely necessary. Digital adoption can help companies see results sooner when implementing a new HR software by improving efficiency, accuracy, collaboration, employee experience, and compliance. But what's sinful is being envious about your competitor's strategy and trying to replicate it or rushing into creating your own strategy without understanding where you truly stand.

How can I repent against this sin?

The extent and speed of benefits of digital adoption vary depending on factors such as the complexity of the software, readiness of the organisation, and the quality of training and support provided to employees. Therefore, companies should carefully plan and manage a digital adoption process that fits their organisation to ensure smooth and successful implementation.

Sin 5 Gluttonous training and retraining

It's pretty obvious that training is non-negotiable when it comes to implementing a new HR Software. But however, if your company is a strong advocate of training and retraining in order to maintain a high standard in adopting to new technology, it can become pretty harmful.

You want to train your employees so that they are well versed in the software and can adapt to change sooner than ever. But the thing is, training & retraining is time-consuming and costly, especially if the company has a large workforce or if the software is complex. Also, if employees perceive that the training is excessive, they are going to be exhausted. Companies should focus on providing effective training instead that meets employee needs without overly burdening them.

How can I repent against this sin?

You can't deny the fact that some employees may only have the attention span of a gold fish.

Employees are trained & retrained by companies. But is there any guarantee that these employees remember everything they learn?

Unlike training and retraining, companies can focus on providing task-based support on providing targeted assistance to employees as they work through specific tasks or issues related to the new software.

Training
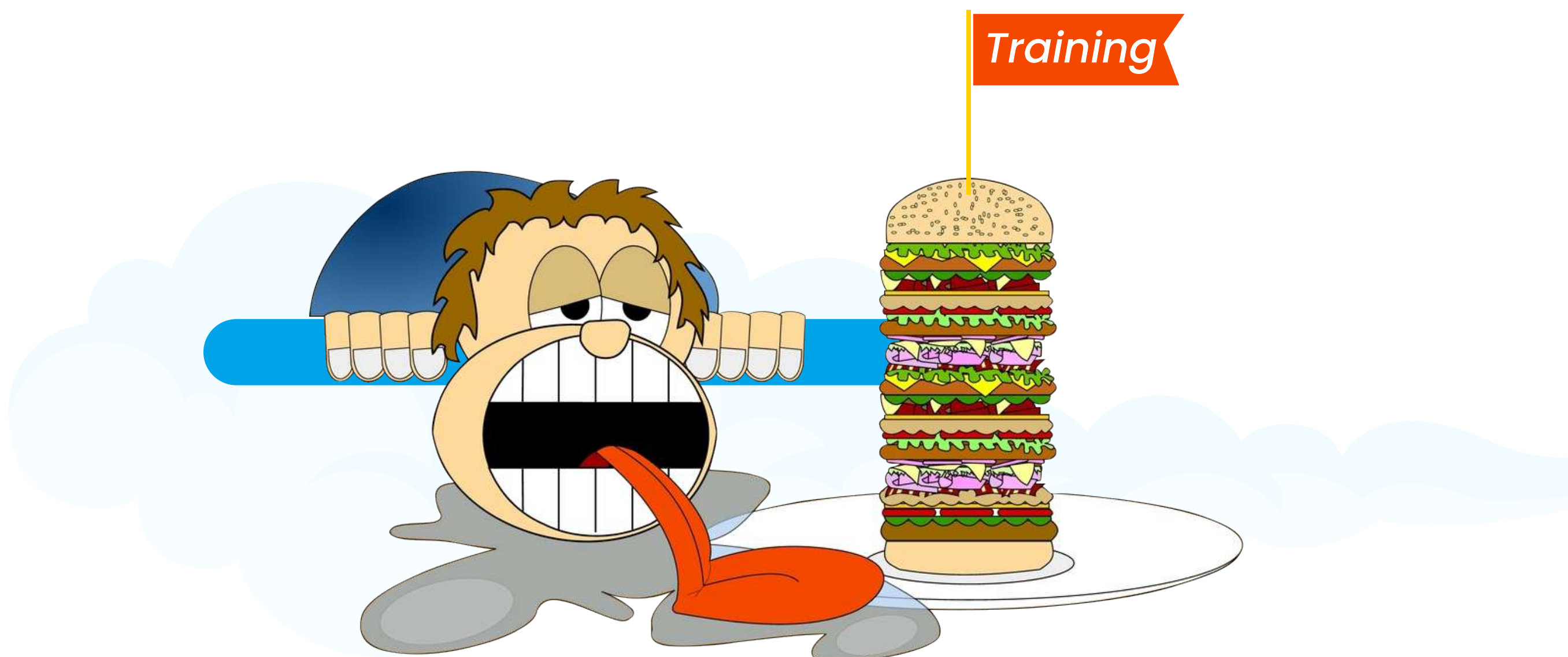
Sin 6 Wrath of the endless employee onboarding experience

It is obvious that there has been a surge in automation post pandemic.

Automating different areas of business operations means using multiple software. An HR Software in this case is going to be just an additional system to employees.

Existing employees are given the training and initially onboarded to the HRIS. And eventually when you're recruiting new employees, they will have to be onboarded and adapt to the system as well. Suffering through a new system or workflow every now & then only prolongs an employee's time-to-competency and time-to-value.
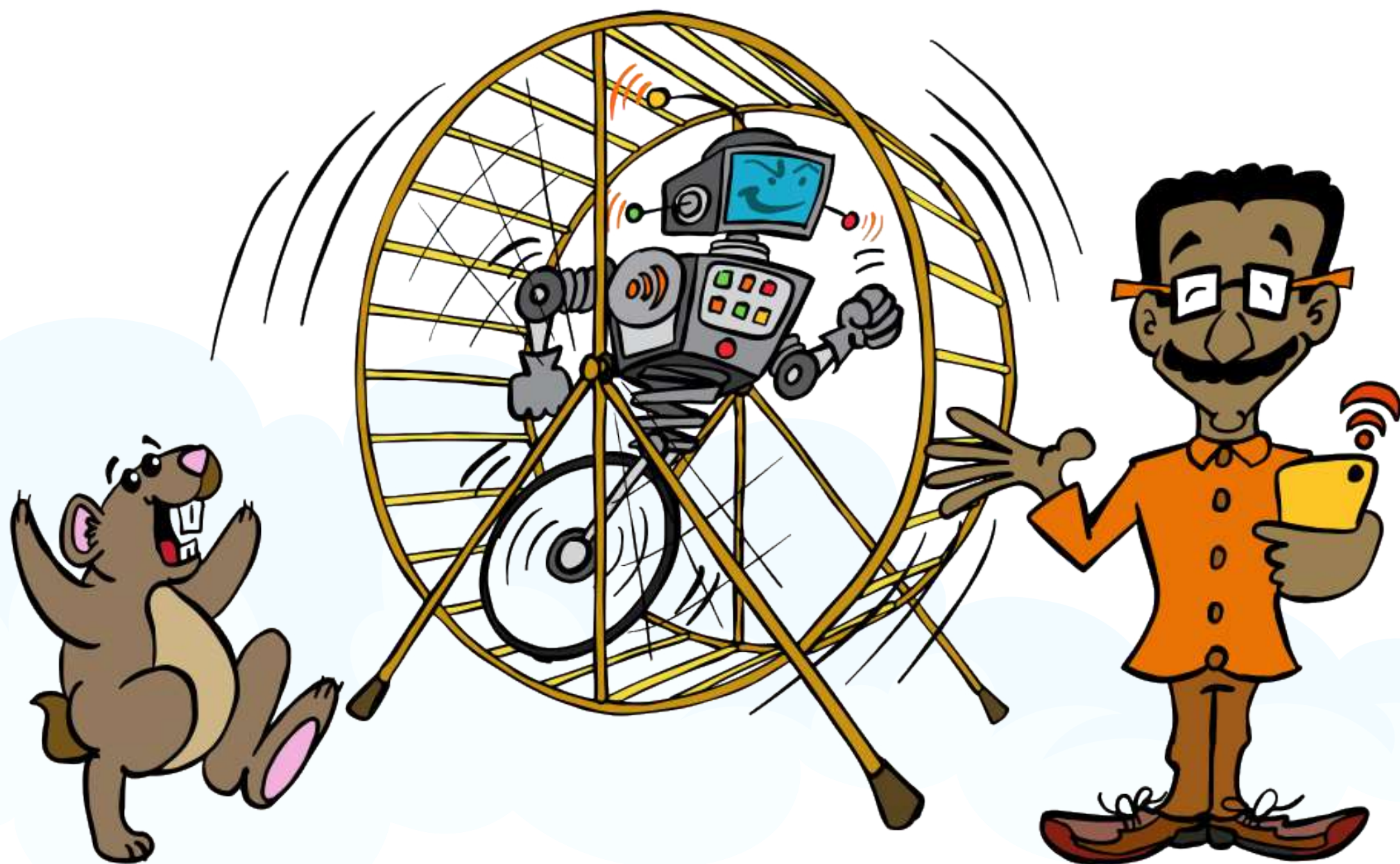
How can I repent against this sin?

How do we make sure that among all other applications, the HR software is creating more quality employee engagement & value for the work from home reality? This can be done by providing employees with their own onboarding guide and checklist. Companies can further ensure holistic digital employee onboarding experience especially for those working from home by keeping employees engaged & informed and simplifying self-service support as much as possible.

Sin 7 Slothful compliance checks

An HR software is compliant & helps you keep up with key legislative requirements. But if you're to be practical about it, ensuring compliance with employees using emails and reminders can be slower than snail mail or the snail itself!

Sending emails & reminders to employees can be effective in communicating important information related to compliance. But it may not be the most effective approach to engage them and make sure that they fully understand and apply compliance knowledge in their work. Most of the time, these emails are an information overload or a nuisance to employees that they might go through and "accept" only after you've sent out a reminder about the extended deadline that just expired.

How can I repent against this sin?

Using alternative approaches, such as gamification, peer-to-peer learning, and personalized learning, may be more effective in promoting employee engagement and a culture of compliance than bombarding employees with emails.

4. Knock on heaven's door with PeoplesHR Turbo

Now that we've taken quite a road trip down HR hell already, and know our way around repentance and getting ourselves out of HR hell, let's start laying the foundation and planning our next trip – and this time to HR heaven.

Why PeoplesHR Turbo is the stairway to HR heaven for Indian SMEs?

"Easy to implement, easier to learn. PeoplesHR Turbo is an HR & Payroll Software for SMEs across multiple Indian industries."

PeoplesHR Turbo is a fully featured HR & Payroll Software built for fast growing SMEs. Crafted for mobile & remote teams and to further simply HR operations in India, our solution is able meet the dynamic HR demands of your management team in India with our enterprise-grade software, regardless of their size or stage.

With mobile-first experience the solution can be implemented in less than a week and comes with solid support that is fast and accessible via multiple channels and platforms.

You can create your own HR department with the assistance of PeoplesHR Turbo in a few simple steps helping you save a lot of time.

Want to take a quick trip to HR heaven? You don't have to die already. Just book a demo with us today and enter HR heaven permanently by implementing our HR Software.