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7 HR App Interactions that Needs Immediate Automation

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Abstract

Automation has always been the goal of organizations since the dawn of technologies. But in the last few decades, the need is moving at an unprecedented pace. The HR department is one of the most overworked departments in any organization. The efficiency of this department affects the efficiency of various other departments. This whitepaper discussed the 7 key application which can (and should) be automated. Making the department save its time, costs and resources.

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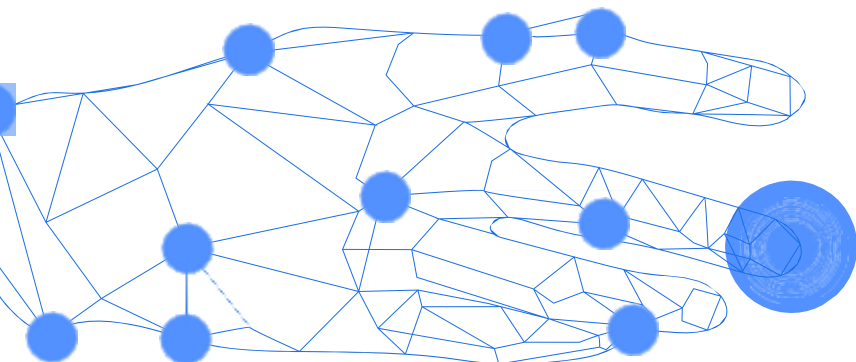
Introduction

Application Automation is the Key:

Since the HR department interacts with all the other departments of an organization, they utilize different applications to deploy and manage their tasks. The scale of their operation is huge, and a minor inefficiency could magnify the organization's problems.

If we could automate the 7 key application interactions, it is enough to get the efficiency soaring. Not to mention hassle-free experience for employees and the HR's

The 7 Key application interactions that the HR department could Automate are:

1. Payroll
2. Time Management
3. Recruitment
4. Record Management
5. Employee Benefits
6. Evaluations
7. Tax Documents and Forms
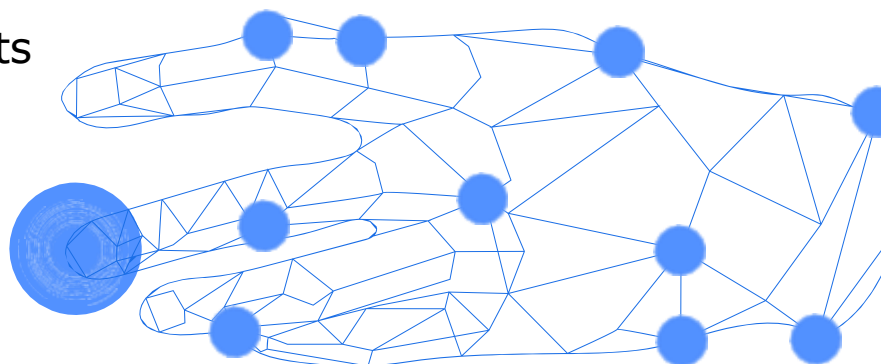
These applications are used regularly by the HR department. When an organization employee 100's and 1000's of people, the interaction between these applications becomes tedious.

It's humanly impossible to be efficient at all the applications. Especially, if the departments are understaffed.

With automating these interactions, an HR department could function efficiently and error-free.
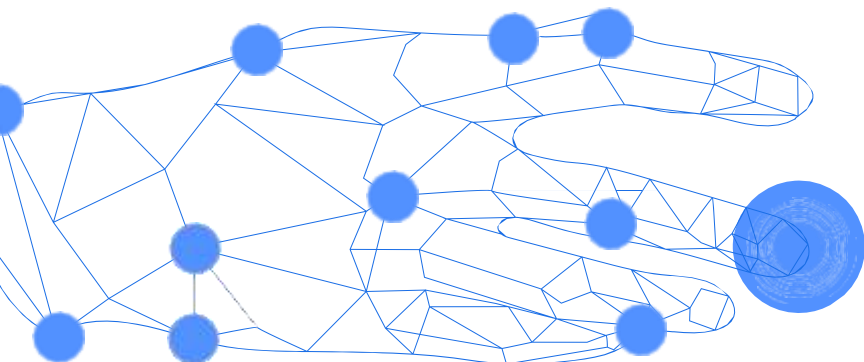
The Current State of Human Resource Department

If your human resource department is not automated, you are already behind your competitors. When working individually, each person and application will bring in its own inefficiency. If you multiply it by the scale of an organization, you get a huge problem hovering.
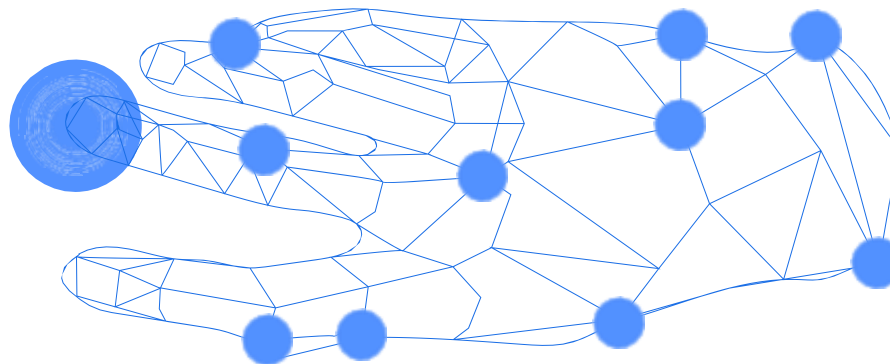
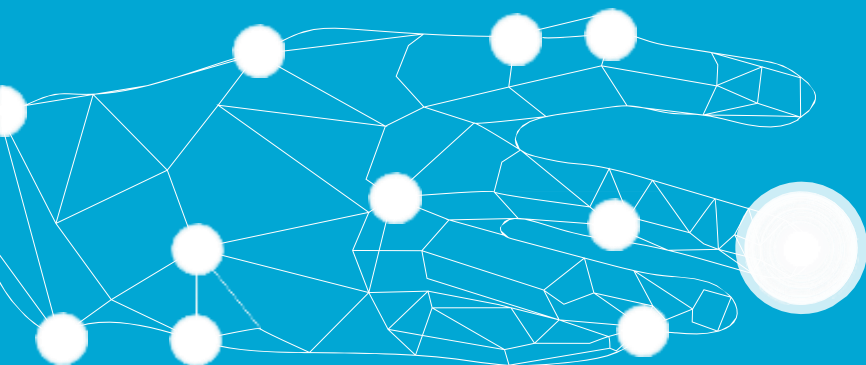" According to Capgemin'is intelligent automation report, 32 % lack a clear understanding of automation benefits."

Automatic application Interactions

According to KPMG International's HR Advisory 2015 Global Pulse Survey, investment in new automation technology resulted in HR to be Productive by 32%

1. Payroll Applications:

Performing payroll tasks manually is slow and error-prone. Managing hourly inputs and off days is inefficient when done manually. With automating these tasks you bring in efficiency, error-free calculations and give a good user experience for the employees. Their payments will never be delayed and they will get appropriate notifications regarding important milestones. Even for the HR department, it becomes easier to track and manage all of its employees.

Automating all the payroll interactions will make the process smooth and transparent.

2. Time Keeping

Maybe you have a manual way to record the entry and exit of the employees. And at the end of the month, you need to download the excel sheets and make the calculations.

But this process is time-consuming and error-prone. With so many employees, it gets tedious to record the time, download the timesheets, input the hourly workings in the payroll software and calculate the monthly compensation. With automation, you just automate these interactions. So the hours are recorded, time is calculated and the payroll system gets ready for payment without any errors. Imagine the time saved!!

3. Onboarding & Recruitment

Onboarding involves various tasks and applications. Right from job postings to final offer, interview email to final offer. The onboarding of an employee involves various tasks. During this process, they have to handle a lot of paperwork across different applications. What if we could automate these different interactions. Sending emails, collecting the right information, sending the candidate information to the upper management and evaluating the final offer.

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4. Record Management

Automating your record management applications will save you a lot of repeating paperwork and also keeps you compliant with all the rules. It even helps you access important paperwork easily instead of browsing through years of paperwork. It helps promote better transparency, accountability and notify important milestones.

5. Employee Benefits

With each new employee hiring, there are numerous benefits a company offers. Similarly, the access is revoked after their exit. There are various applications involved in allocating and revoking these benefits. There are various calculations that need to be done, important updates and notifications need to be known. Automating these interactions will keep you updated and eliminates the frustration of cross-checking every little detail.

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6. Employee Evaluation

Employee evaluations differ at every level. There are different parameters involved and even different application. With application automation, you can automate these interactions and make your employee evaluation easier. Majority of organizations do not have a result-oriented evaluation strategy. With automation, you can pre-strategize the parameters across different platforms and automate repetitive tasks.

7. Tax Documents and Forms

When it comes to tax compliance, humans are prone to error and these mistakes could be costly. When you are browsing through different applications for a large number of employees, the efficiency and chances of mistakes increase drastically. With automation, you could automate some of these repetitive tasks, keep yourself updated with important milestones and decrease the chances of any liability.

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Prioritize Application Interaction Automation

Benefits of Automating these HR Application Interactions

- Freeing up your HR staff

- Increased productivity of your organization

- Simple Efficient Process

- Consistency across processes

- Helps you save cost, time and resources

- Free you up from any possible liabilities

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Summary

Human Resource department is one of the most over-worked departments in any organization. The tasked mentioned-above involves a various application and it's impossible to be efficient at all of these.

With application automation, you eliminate the inefficiency that occurs during these interactions.

The more early you adopt to this automation, the easier it will be for your department

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Sapper deals with intelligent integration and automation tasks and helps various departments of an organization to perform efficiently. We help you automate different tasks involved in a process and increase efficiency.

Our aim is to make the Human resource department superior in their performance.

For more information, you can visit us at www.sapper.ai
Or email us at info@sapper.ai

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