HRPRO

FROM THE OTHER SIDE OFF THE MOON

Producing the HR Software

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- Is HR TRANSPARENT?
  - do you want it to be?
  - is it needed?

CHALLENGES

HR standard

Balance

Personnel administration

Payroll, compensation and benefits

Performance and development

Budgeting and planning

Technology

Design and user experience

Facts

The only business application used by **everyone** in the company:

employees, managers, contract workers, students, agency workers, expats, etc.

So many different and complex processes (> 1000 different screens)

PUT IN EQUTATION

- HRIS $= \int$ technology $* \dfrac{\text{Lawyers, economists, psychologists, others}}{\text{HR standard proceses}} * \dfrac{\text{legislation * company * culture}}{\text{HR specialists, Managers, Employees}}$

$* \dfrac{\text{Desktop, mobile, kiosk}}{\text{On premise, cloud}} *$ GDPR $*$ Security $* \dfrac{\text{We need all information and data, precise, flexible}}{\text{Funny, sexy for users, serious for administrators}}$

$* \dfrac{\text{Customization, upgrade, scaling}}{\text{New verion, easy to change}}$

HR STANDARD

On the data level 70% is defined, 20% country specific, 10% company level

On the process level ?

- Administration
  - Relation between organization and cost centres, standard or…?
  - Definition of job, position, job position, job catalogue, organization and cost centre
- Payroll
  - law changes, country specifics, company specifics, HR history
- Development
  - Change is the only constant - everybody thinks „we are very specific''
  - **In reality, there is no common HR standard**

BALANCING

Different processes different expectations

Main users from 100% various backgrounds (law, economy, psychology, administration, IT)

Is anybody in the region studying HR as a core profession?

Self Service

Managers

Various specialists

Employees

TEHNOLOGY

Responsibility

- Long term decision - application building process is measured in years.
  - Technology is changing every 2 years
  - Every 2 years, we are on „old" technology
  - Upgrade is complex - thousands processes, screens, customer specific requirements (1 – 2 years)

Expectations

- Desktop application
- Mobile application
- Kiosk user (blue collars)
- Migration
- Globalization
- Full digitalization

Cloud or on premise?

- GDPR
- Security
  - Internal
  - External
- Integration

DESIGN AND USER EXPERINCE

From where to start

Try to be fresh and different

One system, different perspectives

Working with designers

FACTS AND REALITY

HRNET statistics

>200.000 salaries calculated each month

>120.000 direct users

Translated on 11 languages

On premise solution, cloud and mobile app (all HR processes covered)

Today on html 5 and in redesign process

Tomorrow transparent look and new user experience

Examples from HRNET 2001 to 2019

20 years	23	200 k+	70 +
EXPERIENCE	COUNTRIES	USERS	COMPANIES
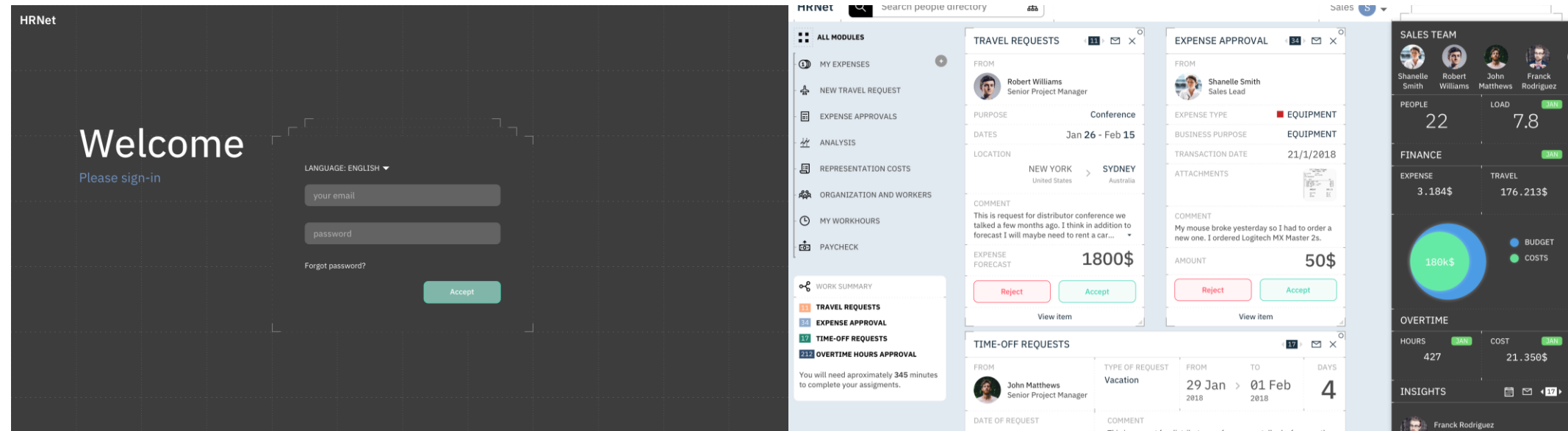
LOOKING IN THE FUTURE
1st PROPOSAL

TRANSPARENCY

HR NET | Search people directory | CFO | Finance and Controlling ⚙

EXPENSE APPROVALS

📈 ANALYSIS

📑 REPRESENTATION COSTS

👥 ORGANIZATION AND WORKERS

🕐 MY WORKHOURS

📷 PAYCHECK

↗ OPEN IN NEW WINDOW

< MINIMIZE

TEAM STATUS

Shanelle Smith | Robert Williams | John Matthews | Franck Rodriguez

PEOPLE
22

LOAD   JAN
7.8

FINANCE   JAN

EXPENSE
3.184$

TRAVEL
176.213$

BUDGET

COSTS

OVERTIME

HOURS   JAN
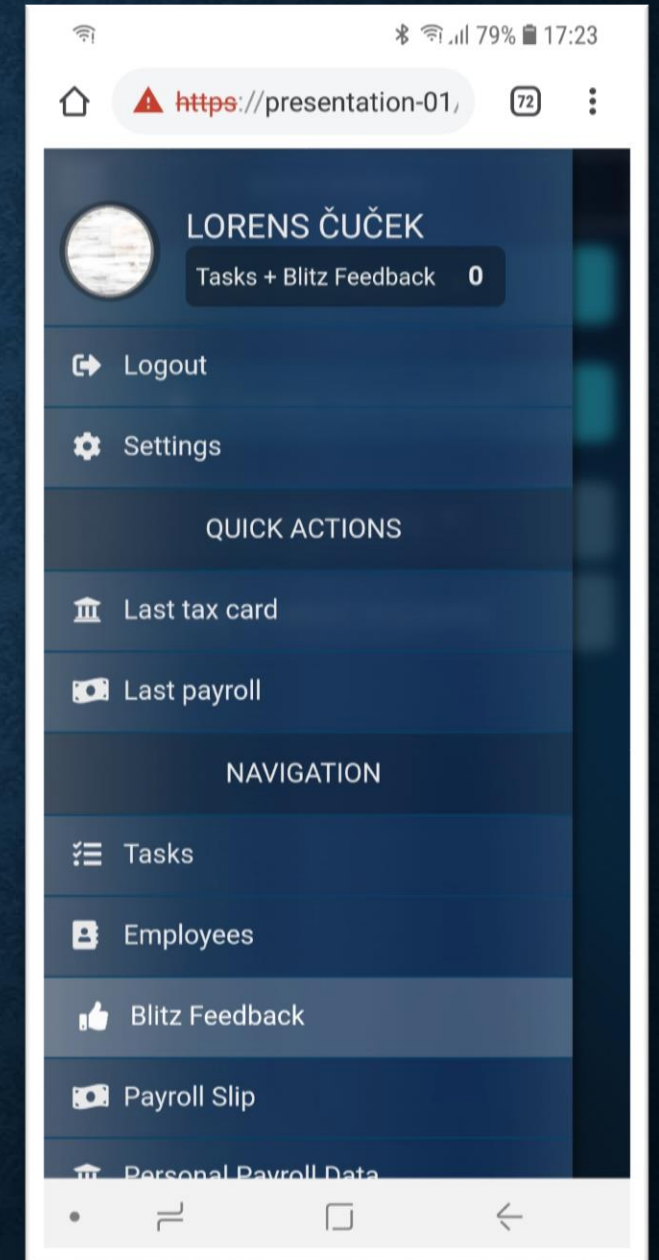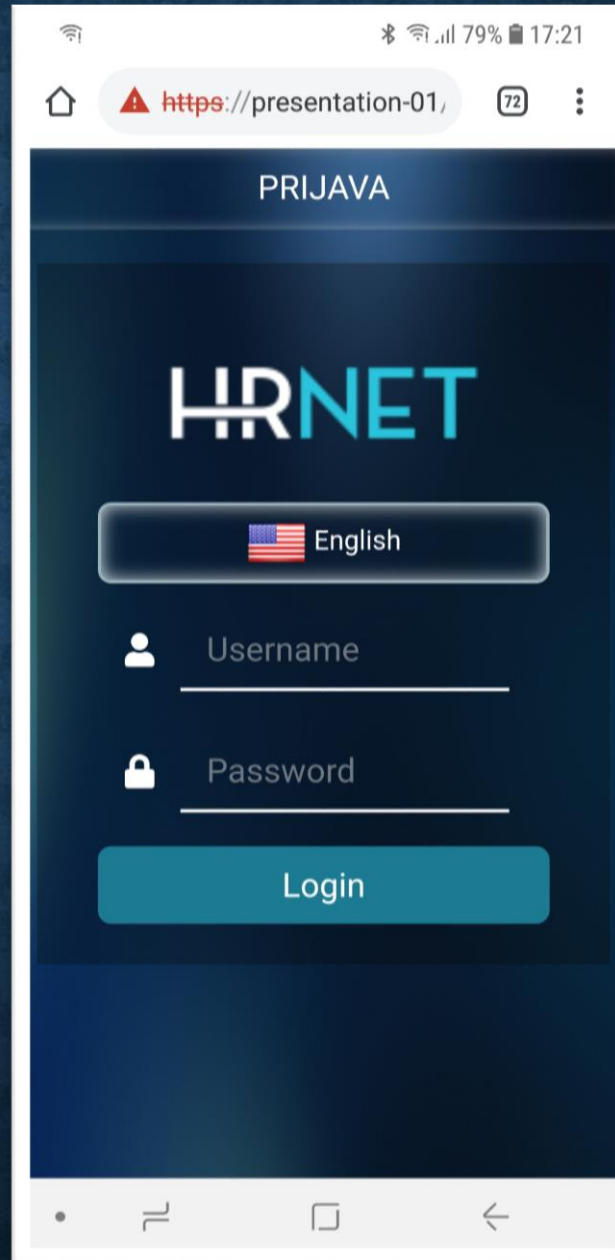427

COST   JAN
21.350$

INSIGHTS   📅 ✉ ◄ 17 ►

Franck Rodriguez
Backend developer

John had 43 more overtime hours than last month. His load score increased for 2.7.

THANK YOU!

HRPRO

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