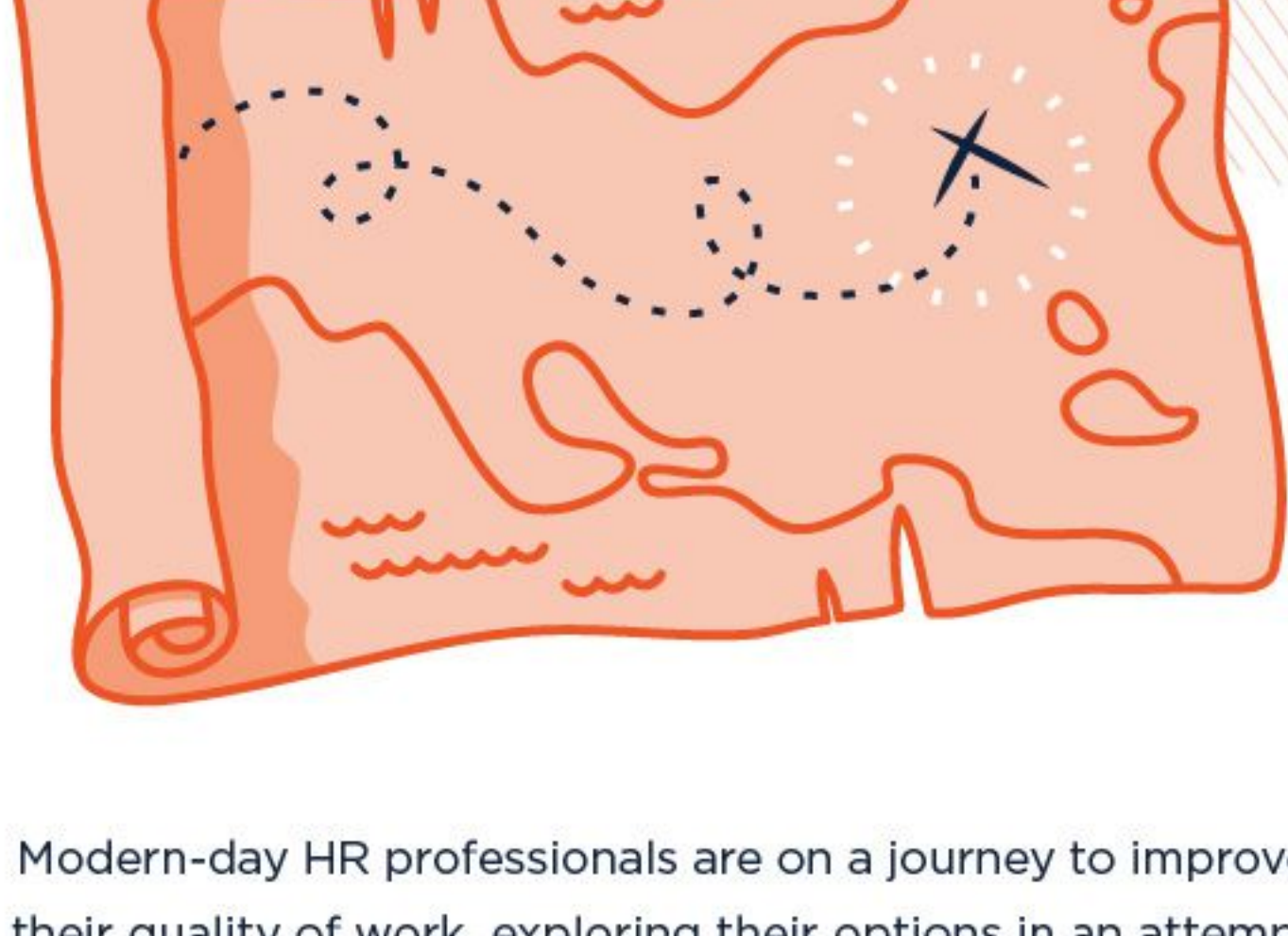# KRONOS®

# Transformative
# *marks the spot*
# on the HR maturity curve

Modern-day HR professionals are on a journey to improve their quality of work, exploring their options in an attempt to decrease or eliminate the prevalence of manual processes. Where their organizations fall on the HR maturity curve determines how long HR professionals spend on time-consuming administrative and manual processes. How much more time could you be spending on strategic, people-focused functions in your day-to-day? How do you plot your course to success?

Luckily, we've got a treasure map to help HR personnel navigate the stormy seas of human capital management and find how best to consolidate their time and prioritize business goals.

**Let's look at the different stops on this journey:**

## STOP ONE: MANUAL STAGE

Tactical tasks that are paper-based, time-consuming and prone to human error.

**$4,000**

The average cost per hire if done manually, including onboarding/training costs and payroll assigned to the HR employees in charge of these functions.

**49%**

of companies point to a lack of streamlined processes as a hindrance to internal talent mobility.

## STOP TWO: DIGITAL STAGE

Assignments that convert hard copy processes to digital formats.

Even though businesses have spent over $20 billion on HR technology in the last five years, **65% still believe their digital capabilities are limited and inadequate.**

This process improves data security and decreases the need for filing cabinets, but does little to directly impact business.

Because the digital stage is decentralized, it **requires employees to still manually monitor and update electronic files,** which becomes a time-consuming process in and of itself.

## TREASURE: TRANSFORMATION STAGE

Using an HCM platform to automate manual HR processes, freeing up time to do the work that matters most.
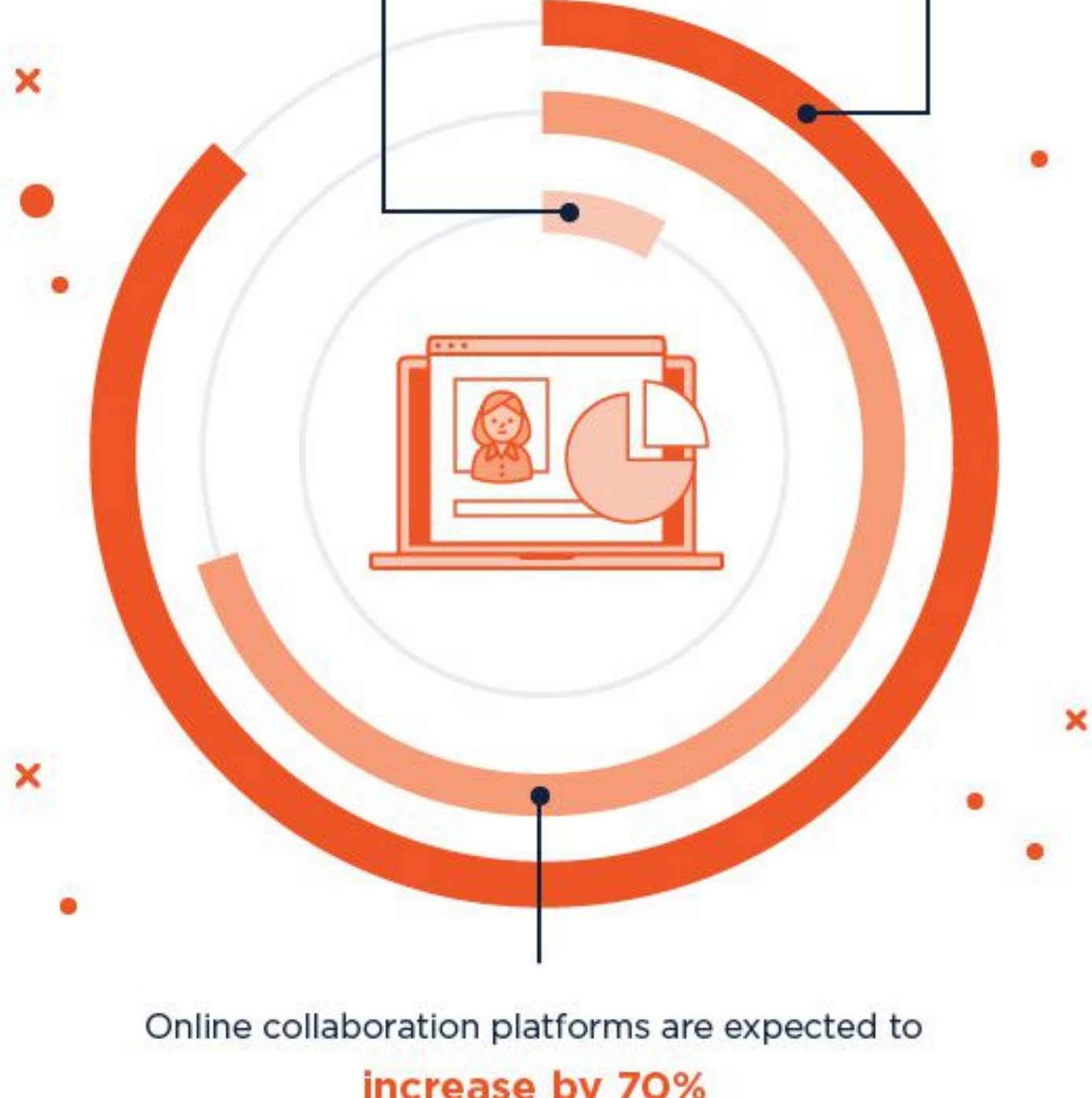
**8.1% of an HR professional's day** goes toward administrative tasks; using HCM software can allow them to use this time to instead grow their HR strategy.

**87% of companies** that appear at level three and four on *Bersin's people analytics maturity scale* are using integrated HR data systems.

Online collaboration platforms are expected to **increase by 70%** over the next three to five years.

When HR professionals complete the journey to automate their business functions, **they help streamline processes in all areas of the organization,** from recruiting and onboarding to payroll and workforce management.

Utilizing HCM software can improve the experiences of employees across the business, thus enhancing the quality of workforce culture.

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