

HUMAN CAPITAL MANAGEMENT PAIN POINTS

With so many different aspects of human capital management, it's hard to narrow down one all-encompassing pain point. Here are the five most common pain points of HCM.

DISCREPENCIES IN DATA

With multitudes of forms, and various systems for keeping records, plus simple human error, it's no wonder HCM finds pain in incorrect data. Missing SSN on this form, two different addresses on another. These issues can cause real headaches and take up a lot of time.



PEOPLE-PLEASING

From the revolving door of complaints to boosting office morale through engagement efforts, this part of the job can feel like that of a camp counselor. It can be a real chore, but a necessary one, to prevent problems and keep employees happy and committed.

LACK OF INTEGRATION

Maybe there's the recruiter, and the hiring manager, and HR, and payroll, and the direct supervisor who all have a software program they use to store records, but they don't talk to each other, so sharing data is hard. HCM companies saw this lack of integration and are finally generating all-in-one systems that make file sharing and maintaining a master record a breeze!



ANALYZE WHAT?

With employees being a company's greatest asset, it is essential to analyze the engagement efforts, performance, and other metrics surrounding HCM. However, most businesses aren't using a solution that can measure the impact of the function of HR, leaving that department continually looking for performance feedback.

RECRUITING WOES

Great companies are all fighting for the top talent and then narrowing that already small field down to cultural fit. Recruiting is hard and time-consuming, and keeping all those candidates straight can be a nightmare. An applicant tracking system (ATS) will work wonders in the HCM department, as these systems take candidates from resume through onboarding and into the main HCM system.



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