

Free PDF

6 reasons your SMB needs HRIS Software (and how to choose the right one)

If you're a small or medium-sized business (SMB) owner or HR manager, you know how much work goes into managing your people-related processes. From onboarding new hires to tracking vacation days to conducting performance evaluations, it can be a lot to keep track of. That's where HRIS software comes in!

Here are six things to consider when deciding whether to purchase HRIS software for your SMB, whether you have an HR lead or you're a one-person HR department.



1 Your business needs

Before shopping for HRIS software, it's important to understand what your business needs from the system. This will help you narrow down your options and choose a system that meets your specific requirements. Consider what HR processes you want to automate, what type of data you need to track, and how you want to access and use that data.

Some questions to ask yourself include

What HR processes do we currently do manually that we would like to automate?

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How do we want to access and use this data?

What types of data do we need to track, such as employee records, benefits, or performance evaluation?

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Do we need real-time access, or is periodic reporting sufficient?

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2 Your budget

HRIS software can range in price from a few hundred dollars to several thousand euros per year, depending on the features and capabilities you need. Determine your budget upfront and look for systems that offer the features and capabilities you need within your price range. It's also important to consider any ongoing costs, such as maintenance fees or training expenses.

Some questions to ask yourself include

What is our budget for HRIS software?

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Is the pricing easy to follow or are there hidden costs?

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What features and capabilities are essential for our business, and which ones are nice-to-haves?

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Is there a cost associated with getting started and implementing?

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Are there any ongoing costs, such as maintenance fees or training expenses, that we need to consider?

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3 Easy of use

HRIS software is only useful if it's actually used, so it's important to choose a system that is easy for your employees to navigate and use. Look for systems with intuitive interfaces and user-friendly features, such as drag-and-drop functionality or simple-click automations.

Some questions to ask yourself include

How intuitive is the interface? Is it easy to find and access the features we need?

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Does it require training and/or additional support to get started?

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Are there user-friendly and modern features?

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Is there a demo or free trial available so we can test out the software before committing to a purchase?

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4 Integration with other systems

If your business uses other software or systems, it's important to choose an HRIS that can easily integrate with them. This will ensure that your data is consistent and up-to-date across all of your systems, and it will save you time and effort by eliminating the need to manually enter data in multiple places.

Some questions to ask yourself include

What other software or systems does our business use?

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How will integrations with other systems improve efficiency and streamline HR processes for our business?

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Is the HRIS software we are considering able to integrate with these other systems?

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5 Scalability

As your business grows, you may need to expand the capabilities of your HRIS software. Choose a system that is scalable and can grow with your business. This might mean looking for a system that offers a variety of pricing plans or one that can be customized with additional features as needed.

Some questions to ask yourself include

How do we expect our business to grow in the next few years?

Are there options for customizing the software with additional features as needed?

Does the HRIS software we are considering have the capability to grow with us?

Does the HRIS software offer local support or features to address specific needs beyond global/generic tasks?

6 Customer support

Finally, consider the level of customer support offered by the HRIS vendor. Look for a vendor with a reputation for responsive and helpful customer support, as you'll likely need assistance with implementing and using the software. It's also a good idea to ask about the availability of training resources, such as user guides or online tutorials.

Some questions to ask yourself include

What level of customer support is offered by the HRIS vendor?

Are there training resources available, such as user guides or online tutorials, to help us get the most out of the software?

Is the vendor known for being responsive and helpful when it comes to customer support?

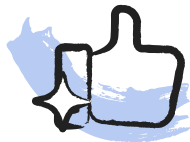
A modern HR-system that's actually used



Automate important processes
around you employee admin -
make it easy to focus on what's
important.



Get started today
don't waste a bunch of time
(and money) on hard and long
processes.



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to what they need, safely - without
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desktop.



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Use Huma for free

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months.



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