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6 Ways that Tech Upgrades Will Boost Your HR Team

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Have you flirted with the idea of using HR tech for your small or medium-sized business recently? You might have fantasies about getting tech upgrades for the office, but it's not realistic, right?

Not so fast. Don't assume upgrading your tech is too big of an investment, especially when it comes to human resources and managing employees.

The right technology can completely transform your HR team. It can enable you to grow your business rapidly by providing you with the right human resources needed to deliver on your business objectives.

If you still need some convincing, here are six reasons HR tech needs to be a vital part of your human resources plan in 2020 and beyond.

#1. Automation

HR technology reduces or eliminates any repetitive or monotonous tasks your HR team handles on a day-to-day basis. Tasks such as performance reviews, background checks, and record-keeping can be handled seamlessly using the right tools.

For example, [ScoutLogic](#) handles all the nitty-gritty of background checks, allowing your HR team to focus on finding and hiring the best talent for your business. Freeing up time spent researching job candidates also means the HR team can focus on strategic tasks such as boosting employee engagement and retention.

#2. Simplify Scheduling and Time Tracking

Imagine a scenario where your business faces a ton of leave requests at the same time. Scheduling and tracking them can be a nightmare for any business.

With the help of HR technology, you will benefit from the following perks:

- Avoid or mitigate any disasters resulting from abandoned projects or improper handovers.
- Monitor leave periods to ensure no one overstays the agreed dates
- Schedule any incoming holiday requests to ensure the business is adequately staffed at all times

#3. Simplify the Retrieval of Information

With an HR talent management system, you have all your employee's essential information at your fingertips. Depending on if it's a cloud-based platform or not, you should be able to access it from any location or device.

This simplifies decisions such as promotions, performance tracking, and any other issue you need to solve using your employee's data in real-time. You can also go back in time to retrieve an ex-employee's information if required.

#4. Encourage a Positive Team Culture

Technology can bring your HR team closer through a sense of togetherness. Your team leaders will install tools that integrates chat, social feed, and weekly emails.

This allows for the following:

- Departmental announcements
- Shout-outs to high-flyers and those showing improvement
- Birthday hypes
- News about team building activities and office parties

#5. Guarantee the Security of Vital Documents

One massive advantage HR technology gives your business is the secure storage of crucial employee information and documents. You also don't need to store any paper – it could easily get lost, plus it's also not great for the environment.

When considering a secure storage system, ensure it is ISO-certified. In the era where your digital information is extremely sensitive and hackable, secure storage isn't an option; it's a must for your business.

#6. Track and Develop Employee Career Paths

Your employees are your secret sauce. However, if you don't have an exact method for recognizing high-performers and any budding talent, you will likely lose them to your competition. High-flyers always want to get the sense that they are on the move.

HR technology can help your team track performance and create distinct development paths for your star performers. Acknowledging their growth and sharing a plan with them can go a long way with your employee retention goals. Overall, it also ensures you attain your business goals.

Bottom Line

There are tons of HR technology out there for small and medium-sized businesses. With new HR tech software, you'll elevate communication, productivity, and the overall vibe of your office. Don't neglect updating your company's HR tech any longer!

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