



The Right Tools To Thrive as a People Leader Today

6 Reasons Why You Should Switch to Digital Workforce Management Now

 **primepay**

Your expertise is in leading people — so why do you end up wearing so many hats across the organization?

By definition, you're working as a people leader to help your organization's workforce build smooth processes, get great work done, and deliver on your company's promise to your customers. But you end up doing so much more, like supporting your peers through the COVID-19 pandemic followed closely by [The Great Resignation](#) — and now [The Great ReShuffle](#). And all of this takes place against a background of economic uncertainty, shifts in employee and client demands, and, of course, the digital disruption of HR.

Today, more than ever before, aligning your organization's open roles and positions to the right people for the job — and keeping track of all the movement of employees — is an enormous challenge.

Ultimately, that is why so much attention is being paid to Human Capital Management (HCM) tools and Digital Workforce Management tools today. Just about everything related to talent, workforce, and culture is more complex to understand and more difficult to manage today, and people leaders need support. Properly implemented HR technology and tools are the most powerful resources people leaders have to ensure workplace management is automated, streamlined, and doesn't impede their workflows.



The Evolution of the Digital Workforce Management

1980s

First HR software program and Software-as-a-Service company founded.

1990s

Electronic time cards and desktop time tracking technologies were invented, as well as Applicant Tracking Systems (ATS).

2000s

HR technology becomes essential as more companies adopt HR portals and employee self-service HR programs.

2010s

SynchR introduces Interactive Org Chart, Time Machine Technology, and Position Management tools to help people leaders be more flexible.

Today

Digital Workforce Management tools play an essential role in optimizing a company's productivity, performance, and profitability.

Hand-in-hand with this increased complexity in the workforce is the increased complexity of HR technology itself. The tools available to people leaders have come a long way from paper processes and Excel spreadsheets. Today, [80% of U.S. small businesses](#) use HR software or plan to use it in the next one to two years. It's getting easier than ever to make informed insights and gain insight into important workplace metrics and Key Performance Indicators (KPIs) that are crucial for HR operations — but only if you have the right technology in place.

Digital Workforce Management Tools Help You Thrive in Turbulent Times

To stay ahead of the cycle of constant innovation and disruption taking place in the business world, a high-functioning HCM is essential. After all, it's only by capturing, analyzing, and acting on data in real-time that

people leaders can make informed decisions about their workforce and confidently capture every opportunity to press forward with business critical initiatives. The right Digital Workforce Management tool for you is going to accelerate your flexibility in managing your workforce, making better decisions, and making those decisions faster.

In fact, it's safe to say that we can't overestimate the benefits of implementing a well-built Digital Workforce Management tool. In [one PwC survey](#), executives cited many benefits of deploying core HR on the cloud, including more employees using it (91%), greater HR control (89%), and improved productivity (86%). There were also direct financial benefits, including saving money (82%) and reduced support team headcount (80%).

QUICK FACTS ABOUT HUMAN CAPITAL MANAGEMENT

**\$41.43
BILLION**

Human Capital Management industry is projected to reach \$41.43 billion by 2030, growing at a CAGR of 7.49% from 2022 to 2030

80%

of U.S. small businesses use HR software or plan to use it in the next one to two years.

86%

of companies surveyed by PwC saw improved productivity as a result of putting core HR on the cloud

What capabilities and opportunities could a Digital Workforce Management tool unlock for your organization? Here are six reasons you'll want to consider making the shift today:

1 IMPROVED OPERATIONAL EFFICIENCY

You've probably heard us say this before, but the back office is the backbone of an organization. How you manage employee records, reconcile payroll discrepancies, and bring in new hires has a ripple effect across your entire organization. The time spent on those activities could be better spent on other higher-value activities, and the quality and accuracy of the work could be improved.

There are also very specific operational outcomes you can expect from moving your HR function into an automated, cloud-based operating environment, such as the following:

- ✓ **Maintain current org charts to ensure reporting relationships and cost center assignments are always accurate**
- ✓ **Track and understand true labor costs**
- ✓ **Execute mass pay entries that are both more accurate and more efficient**
- ✓ **And more**

Each layer of seamless productivity that a Digital Workforce Management tool like SyncHR adds to the overall operational efficiency of your organization. The benefits pile up over time, allowing your organization and your people to handle both a higher volume and speed of work even in a complex environment.

[Click here](#) to learn more about operational efficiency with SyncHR.

2 GREATER ACCURACY

We don't need to tell you that manually compiling data into spreadsheets leaves you vulnerable to costly errors. Incorrect or incomplete data entry has obvious implications for your business. But even when captured carefully, manual data entry and analysis is a difficult and slow process that can result in outdated data — ultimately impacting your ability to accurately forecast, plan, and budget resources.

Organizations that implement SyncHR benefit from automated workflows, centralized data, and position management across functions. These functions are essential efficiency solutions that eliminate manual data entry and costly data errors while empowering your employees to work faster, smarter, and on higher-value activities that move your business forward. Greater accuracy becomes a lynchpin of your organization's ability to face uncertainty, respond to complexity, and overcome disruption.

3 BETTER BUSINESS INSIGHTS AND REPORTING CAPABILITIES

Rich, high-value data captured in a modern HR system is an incredibly powerful advantage for any business. From payroll and recruiting to employee performance and staff costs, capturing this data quickly and accurately can give your company a leg up over the competition because it gives you better insights and reporting capabilities. Unfortunately, many HR systems separate data into different siloes, which makes it hard to access the information and even harder to compile and analyze it for insight.

Organizations that adopt an HCM like SyncHR are empowered to go beyond surface-level reports with dynamic and configurable dashboards, real-time reports across historical and future time periods, and persistent workforce data. Data is captured and integrated across systems, which means it becomes not a data silo but a data access point.

You can then capture rich business insights and HR analytics that help people leaders make sense of the organization and make smarter, more informed decisions for your business.

[Click here](#) to learn more about business insights and reporting capabilities with SyncHR.

4 POWERFUL INTEGRATIONS THAT LOWER COSTS

In an attempt to create a custom fit for HR operations, early technology adopters often find themselves straddled across multiple HR applications and tools. While this “band-aid” approach can work for a period of time, it's rarely the most effective use of an organization's time, data, or resources — and it almost always leaves gaps in operations where revenue can leak out.

An all-in-one digital platform like SyncHR allows you to tighten up operations by closely integrating with other applications and platforms. You get the custom fit you need without the data silos and opportunities for inaccuracies that come with platforms that aren't integrated. The SyncHR platform is also easily accessible via a robust application programmer interface (API), ensuring it will always fit into your existing technology ecosystem well, whether it's another tool that's cloud-based, proprietary, or external to your organization.

[Click here](#) to learn more about the technical advantages of SyncHR.



5 PROTECTION FROM COMPLIANCE RISK

The fees, penalties, and lawsuits that can threaten your organization is staggering, and they grow as your business grows. People leaders need to strike a careful balance between managing the legal and compliance issues that arise with new business and contracts themselves and outsourcing that work to an expensive external law firm on a retainer. And even more fundamental to managing those issues is preventing them in the first place with more accurate, detailed information capture and organization.

With a modern Digital Workforce Management solution, you're building and managing your data in a more consistent, protected way so that there is less confusion and uncertainty when it comes to matters of compliance. For example, introducing automated workflows to the hiring process can make it easier to compile reports and maintain transparency in different rules and requirements in hiring. The reports themselves are more accurate and also take less time to complete, ultimately saving your HR team valuable time while protecting your organization from compliance risk.

[Click here](#) to learn more about mitigating compliance risks with SyncHR.

6 STRONG BOOST TO COMPANY CULTURE

In an ongoing battle against low engagement and high turnover, organizations are prioritizing company culture to make sure they're building a workplace where employees feel they belong. But new perks, benefits, and employee programs only go so far without a more fundamental, structured approach to culture. And that's where a Digital Workforce Management tool can really shine because it brings all of your HR team's efforts into one place so that employees can see and feel the difference.

SyncHR seamlessly combines tools like performance management, learning, and development, and guided onboarding to help people leaders

organically boost retention through improved recruiting, education, and performance monitoring. Post-onboarding, employees benefit from a consistent digital touchpoint that deepens their engagement with the organization throughout the lifecycle of their employment.

[Click here](#) to learn more about building company culture with SyncHR.

Conclusion

The HR industry will always be a "people first" industry. But more and more frequently, the face of HR is a portal, not a person. HR processes and administrative tasks now take place electronically, and HR services are often delivered through web-based programs. And don't get us started on the paperwork — HR data is now entered digitally and analyzed through software, delivering real-time metrics that allow decision-makers to identify trends and manage their workforce as effectively as possible.

But the shift to digital workspaces in HR is just a mirror of the shift taking place for knowledge workers everywhere. Now that more of our work takes place online, more of our work management takes place online, too. People leaders need to have the skills, insights, and functionalities to make the most of this digital space, not just go along with it for the ride.



Digital Workforce Management solutions meet people leaders where they are and help them elevate their approach to people management so they can capture all the benefits of a digital age, from improved operational efficiency and greater accuracy to better business insights and improved ROI. In fact, in a digital age, it's safe to say those results are nearly impossible without a digital tool to match —the only way to put the right people in the right place at the right time is to put technology to work for you!

Why SyncHR from PrimePay

SyncHR is the HCM platform that transforms with you. With SyncHR, you benefit from an innovative approach to HCM software that equips you with the unique architecture, extensive workflow automations, and intuitive user experiences you need to build and manage a modern workforce.

SyncHR is challenging the notion of what people management can and should be, and you can benefit — [Schedule a demo today!](#)



PrimePay is with you every step of the way.

PrimePay delivers highly configurable cloud-based software and services enabling clients to hire and retain great talent, manage and pay their workforce, and optimize their business in an ever-changing compliance landscape. Learn more at primepay.com or reach out at (833) 968-6288 to connect with one of our experts today.

UNDER 149 EMPLOYEES?

Learn how we are uniquely positioned to serve organizations with an employee size under 149.

150-500+ EMPLOYEES?

Learn how we are uniquely positioned to serve organizations with a large employee count.