



HRMSWORLD

# HRMS SOFTWARE PROJECT REPORT

---

2016 Edition

---



CONVERTED MEDIA

# INDEX

3

Requirements Gathering

5

Project Planning

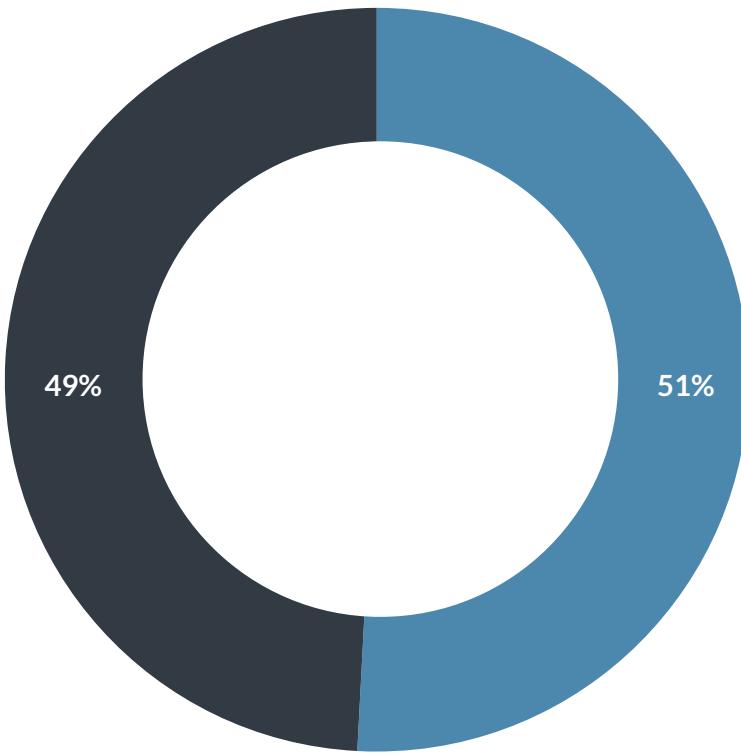
10

Platform Decisions

# REQUIREMENTS GATHERING: CURRENT SETUP

## PERCENTAGE OF PROJECTS CURRENTLY USING HR SOFTWARE

Sample size 231



Just under 50% of organizations looking for HR software are first-time buyers. Whilst there are advantages to this - such as the lack of migrating data out of clunky legacy systems with poor integration - this situation also poses a number of challenges. Training first-time users will take longer than those who are used to HR software, and user buy-in may be harder to achieve.



USING HRMS SOFTWARE

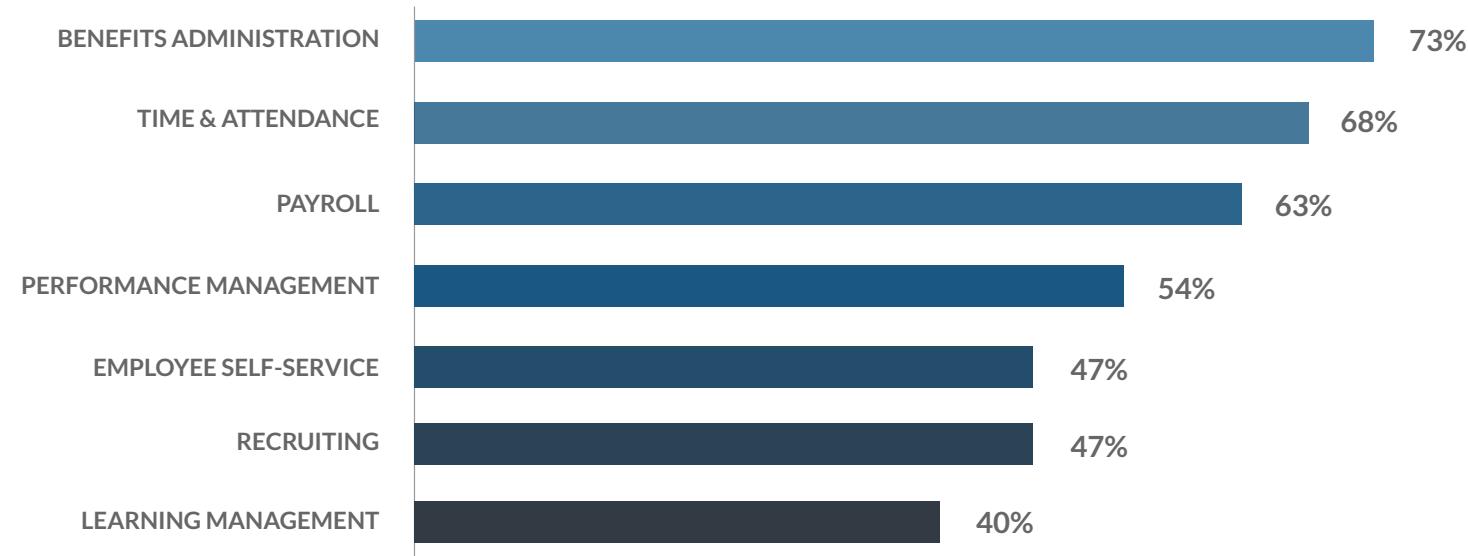


NO HRMS SOFTWARE

# REQUIREMENTS GATHERING: MODULES

## PERCENTAGE OF PROJECTS REQUIRING DIFFERENT HR MODULES

Sample size 231

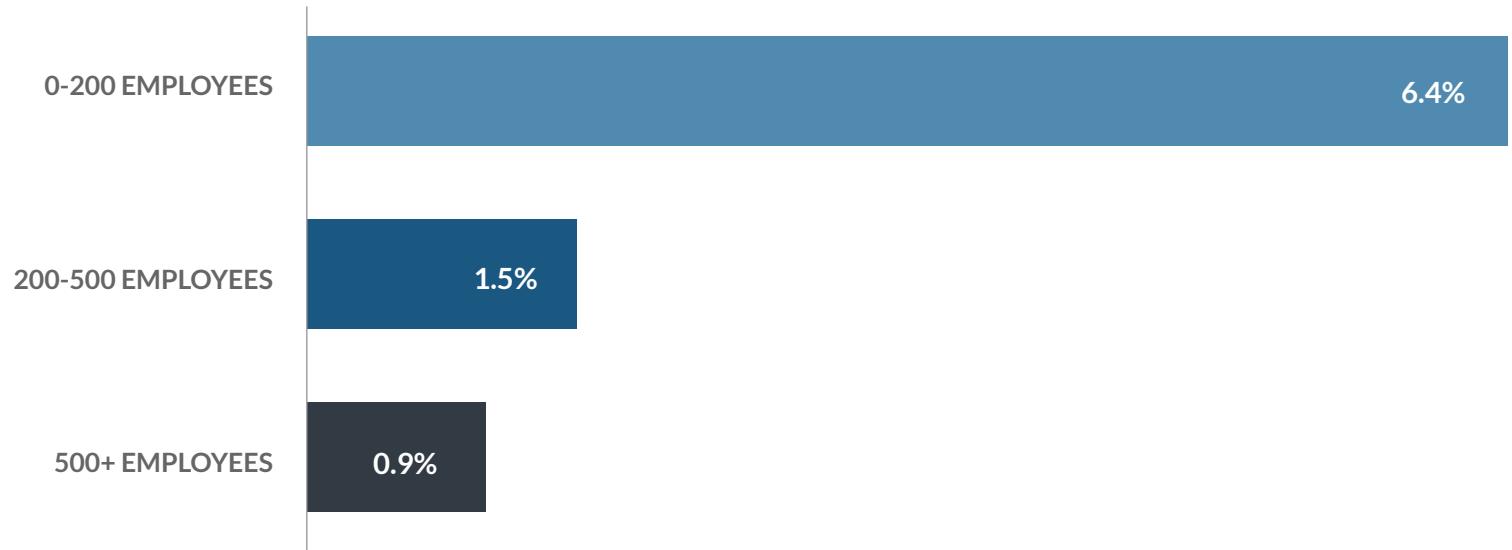


Rather than a reflection of popularity of certain modules, the above data could reflect which processes organizations are outsourcing or using separate systems for. Payroll and benefits management, for example, are often managed using separate but integrated software systems to 'core' HR functionalities such as performance management.

# PROJECT PLANNING: SYSTEM USERS

## HRMS USERS AS A PERCENTAGE OF TOTAL EMPLOYEES

Sample size 187

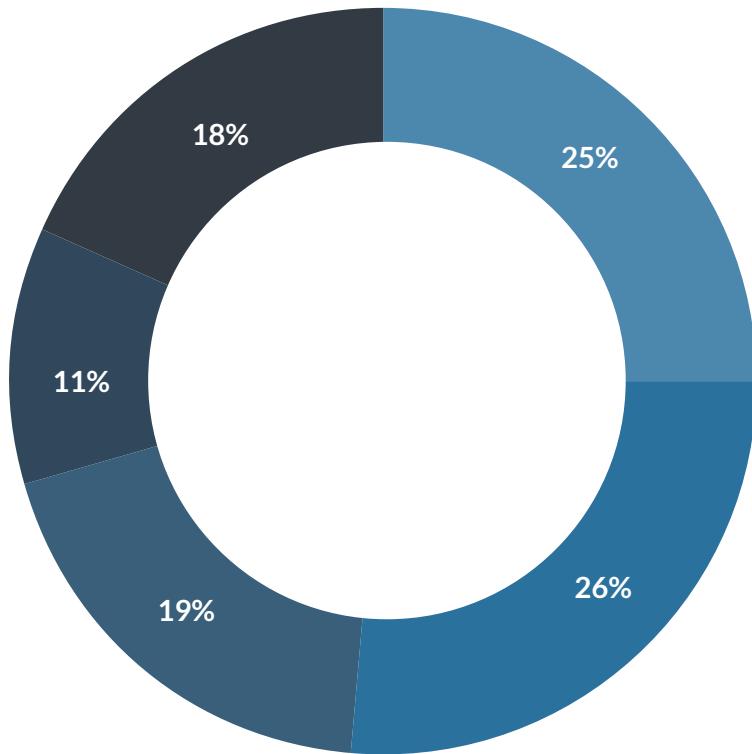


According to survey data, a significantly higher percentage of small business employees are active HRMS users than ones in larger organizations. This suggests small organizations should consult a wide range of departments when selecting a new HRMS, while medium to enterprise level organizations should take care in pinpointing key stakeholders and their needs.

# PROJECT PLANNING: SCHEDULE

## EXPECTED TIME TO IMPLEMENTATION

Sample size 228



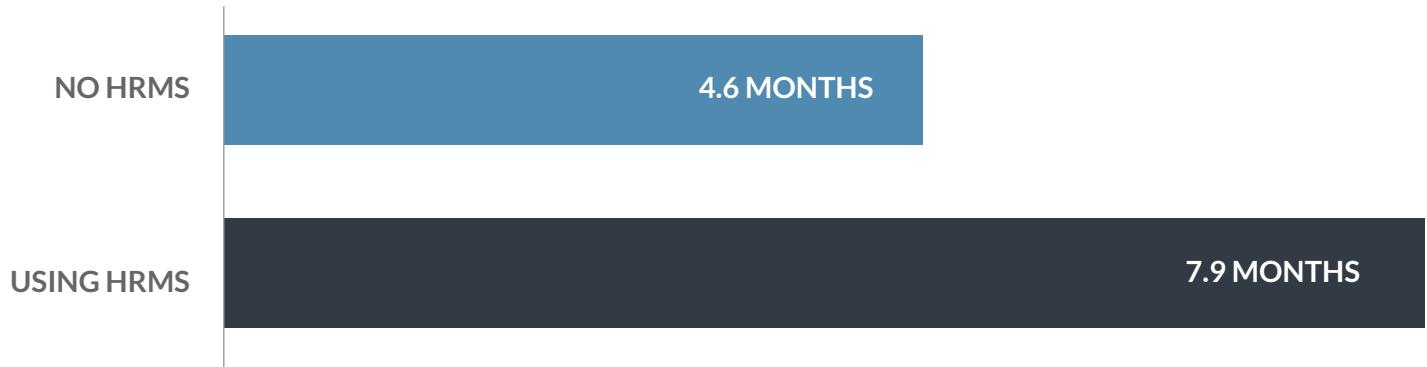
Over 50% of organizations embarking on a selection project expect to implement within six months. SaaS deployment options have made this goal much more achievable over recent years as shown on page 8 of this report.

- 0 - 3 MONTHS
- 3 - 6 MONTHS
- 6 - 12 MONTHS
- 12+ MONTHS
- NO TIMEFRAME

# PROJECT PLANNING: SCHEDULE

## THE EFFECT OF CURRENT SETUP ON EXPECTED TIME TO IMPLEMENTATION

Sample size 228

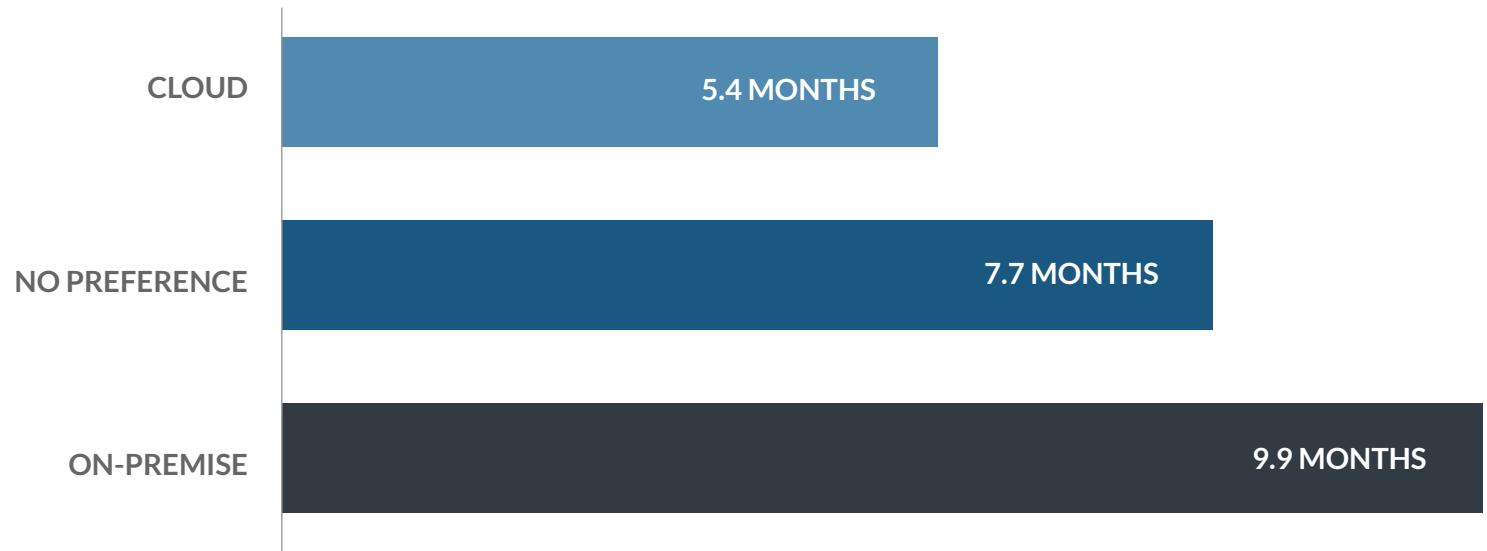


Organizations already using HRMS typically forecast significantly longer for implementing a new system. Perhaps this reflects more work surrounding data transfer from a legacy system, but it could also indicate naivety on the part of organizations implementing HRMS for the first time.

# PROJECT PLANNING: SCHEDULE

## THE EFFECT OF PLATFORM CHOICE ON TIME TO IMPLEMENTATION

Sample size 187

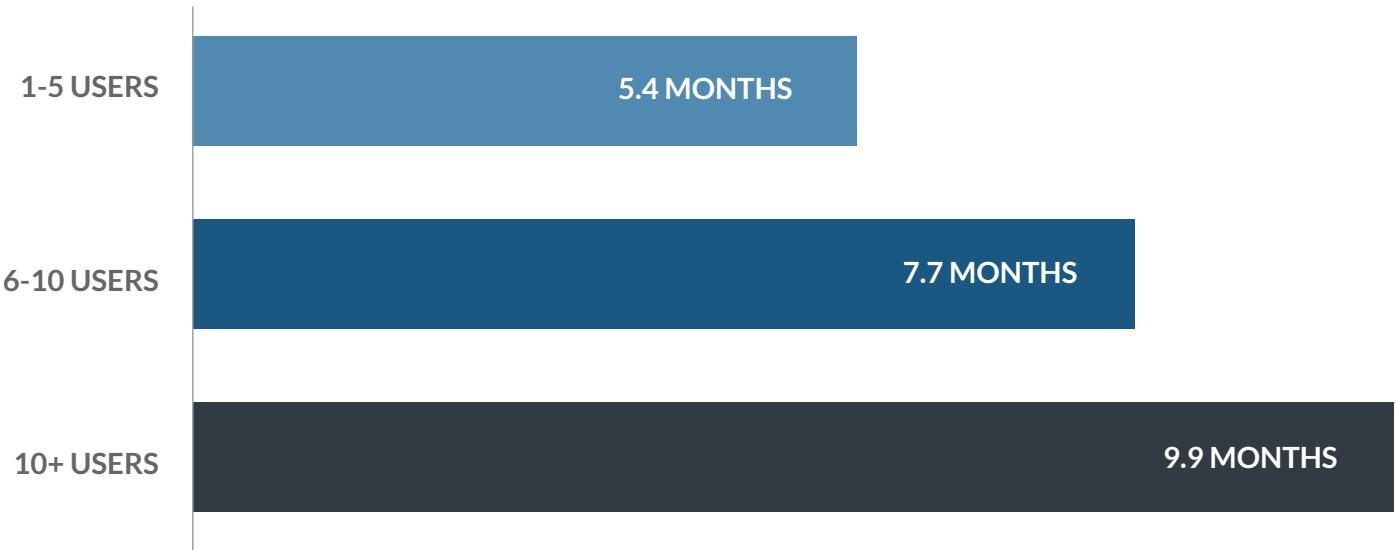


On-premise HRMS required a longer amount of time to implement than cloud HRMS. This is in line with trends seen across other types of enterprise software and reflects the significant amount of infrastructure changes required to implement a new on-premise system.

# PROJECT PLANNING: SCHEDULE

## THE EFFECT OF TOTAL SYSTEM USERS ON TIME TO IMPLEMENTATION

Sample size 157

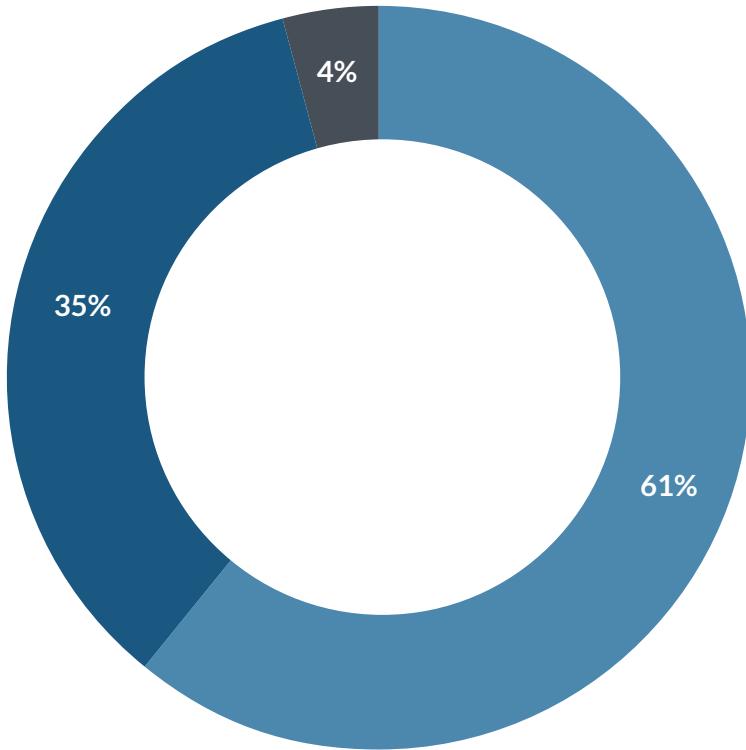


Larger numbers of system users translate to longer implementation processes. More training, additional configuration requirements and more advanced functionalities all play their part in this, alongside the general logistics of implementing software across larger organizations such as those dealing with multiple sites.

# PLATFORM CHOICES: CLOUD VS ON-PREMISE

## PLATFORM PREFERENCES

Sample size 231



Cloud software is comparatively popular in the HR sphere - other types of enterprise software tends to have a more even split. Interestingly, 35% of organizations were still undecided when it comes to system platforms. This may reflect organizations which are still unsure of switching from legacy on-premise systems to cloud options due to the changes in security protocol and pricing structures.

- CLOUD HRMS
- NO PREFERENCE
- ON-PREMISE HRMS

## HOW WAS THIS DATA GATHERED?

---

Data presented in this report was gathered from telephone interviews with project managers and stakeholders from 232 HRMS software projects. Data gathered from these conversations covered projects from a range of geographic locations, industries and company size. For further demographic information, please contact editor@convertedmedia.com.

Data presented in this report was gathered from July 2015 - June 2016. Budget data quoted was provided by project stakeholders as a budget estimate and does not constitute a price quote. The data presented in this report represents projects which have used ERP Focus for project research and advice, and may not be indicative of the market as a whole. Comments on this data solely represents the views of individuals.

# HRMS SOFTWARE PROJECT REPORT

---

2016 Edition

---

© Converted Media Limited

Icons made by Freepik, Simpleicon, Flaticon licensed by CC BY 3.0