HR Technology

Maintain an agile, connected workforce
ready to meet tomorrow's challenges

cezanne

Introduction

COVID-19 has rapidly increased the world's workforce's reliance on technology. If you already have an HR system, has it been doing everything you need it to over the last eight months? If you don't have HR software, have you considered how much time and money you could be saving, allowing you and your business to focus on all the new challenges presented by the pandemic?

We've rounded up our top five blogs on how great HR systems, like Cezanne HR, can benefit your business. Looking at specific areas like performance management, onboarding, and time, as well as broader concerns like saving money off your bottom line, these articles explain how choosing the right HR system can drive positive change in your business.

Read:

- Why you want an HR system when you need to act quickly
- Three ways an HR system's time module can improve your business
- 6 ways Cezanne HR can improve your bottom line
- Why Cezanne HR's integrated module is your best choice for performance management
- Onboarding and Cloud HR software: How to maintain normality during COVID-19
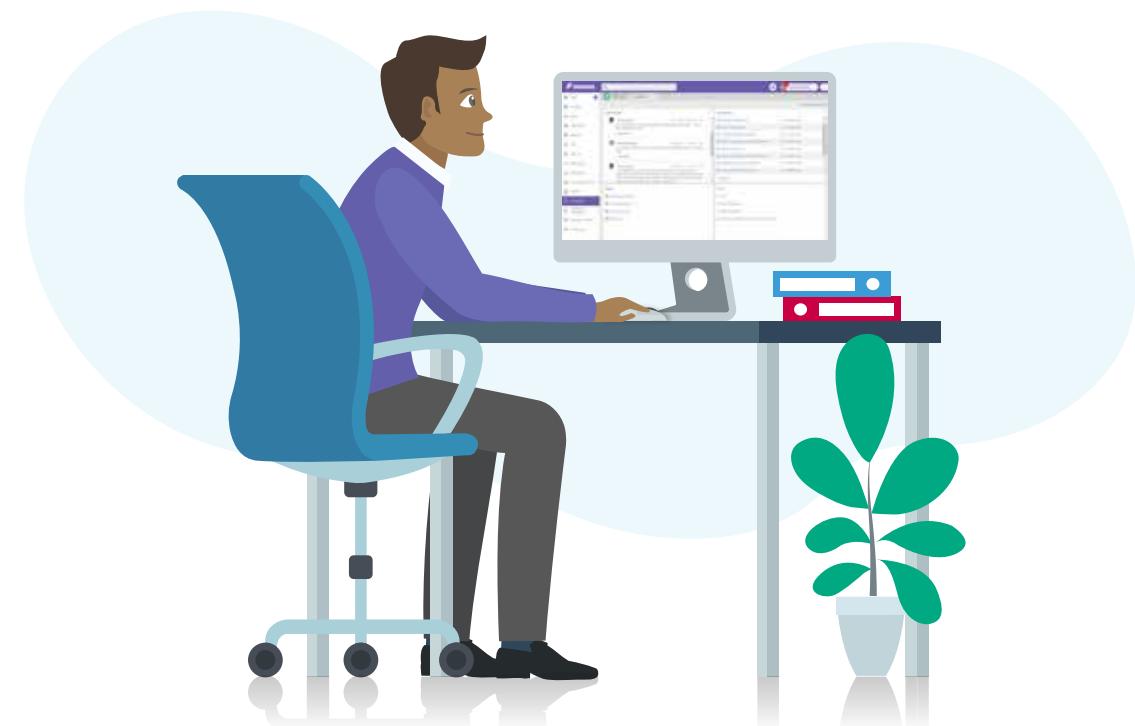
Blog 1: Why you want an HR system when you need to act quickly

There have been many times this year when business leaders and HR have been called on to make incredibly fast workforce decisions. At the start of the pandemic, many businesses had to quickly implement full-time homeworking policies for the first time. Then, as lockdown eased, businesses had to swiftly find COVID-19-safe operating solutions.

The HR industry has long promoted agility – but the scale of agility that's been essential over the last eight months is something few were ready for.

The pace that businesses will need to maintain in their decision making and HR processes isn't going to slow down. If someone in an organisation (who has worked on site) comes down with COVID-19, an HR process to deal with the situation quickly and thoroughly will be essential. If redundancies have to be made at short notice, businesses will need workforce data ready to make the best decisions possible. And if the opposite occurs, whereby a business needs to scale up at pace, well-organised recruitment and onboarding will be a boon.

Cezanne HR helps businesses to quickly manage all these scenarios, making information and processes clear and readily available.

Scenario One: An employee who has been on site falls ill with COVID-19

All businesses with on-site employees need an action plan to cover what they would do in the instance an on-site employee was to fall ill with COVID-19.

- How would you alert fellow staff that the ill employee has come into contact with?
- If your office needs to shut, how do you get the message to everyone?
- How will you organise any cleaning that's needed?
- How will you record the employee's absence, and track when they're safe to return to work?

Cezanne HR can help with all the above and more. Whereas businesses without an HR system would be slowed down by spreadsheets, Outlook communications, etc. businesses with Cezanne HR can:

- Refer to readily available checklists (pre-prepared by the HR team) to understand what steps need to be taken in the event of a COVID-19 diagnosis of an on-site employee. Cezanne HR's checklists can be used to manage processes and notify people when they need to complete set tasks. For instance, if cleaning needs to be organised, this can be included in the checklist.
- Quickly find out who has been on site with the unwell employee. This can be done using the clock in/clock out feature, calendar events, or form requests (whichever Cezanne HR solution works best for the organisation).
- Advise staff members as needed about the situation. Through Cezanne HR, an email template can be used to notify multiple people at once with all the relevant details.
- Use the Absence Management module to keep a record of COVID-19-related absences.

Scenario Two: The business needs to make quick redundancy decisions to stay afloat

COVID-19's economic fallout unfortunately makes redundancies inevitable – the latest statistics from the ONS show that redundancies in the UK are rising. There have been various news headlines about redundancies recently, and for businesses facing similar hard decisions about headcount, key questions will need to be asked:

- Is there a set savings figure we need to achieve as a result of redundancies?
- How do we know that the redundancy choices we're making will achieve that financial goal?
- Are our redundancy decisions taking future talent pipelines into account?
- Are there any other options, such as offering reduced hours?

Answering these questions requires specific workforce insights, and businesses will need accurate information that is readily available. Cezanne HR can help resolve these queries quickly so businesses can make informed decisions about redundancies.

- Using the Compensation History search (one of Cezanne HR's many available searches) to look up compensation, a report can then be created that includes employees' current and former salaries. This report can then be downloaded as an Excel file so various calculations can be made to ensure any redundancy decisions add up to the necessary cost savings.
- Cezanne HR's Career and Succession module includes a talent pool function. By running a search on particular talent pools, HR and business leaders can understand how talent is spread across the organisation, ensuring redundancy decisions don't leave critical areas short.
- The search function can also be used to understand a business' FTE distribution. HR and business leaders might uncover areas of the organisation where shorter working hours could be offered in order to retain more staff. This may be a controversial option for a business to explore, but having the data to hand means that informed decisions can be made.

Scenario Three: Business demand has increased rapidly, and new staff need to be onboarded quickly

For some businesses, COVID-19 has created an unexpected increase in sales. But businesses can just as easily fail from over demand as under demand, so it's critical for a business to be able to scale up swiftly when needed.

- If you had to hire new staff within a short timeframe, keeping costs minimal, how would you do that?
- How will you extend employment offers and receive required paperwork from new employees quickly?
- Are your onboarding processes easy to follow and manage?
- What can you do to quickly welcome new employees and make them feel like part of the team?

Cezanne HR can help businesses manage unexpected recruitment and onboarding. 'Unexpected' doesn't need to mean 'unprepared'. Having HR software in place to facilitate the process allows businesses to get the most from their new hires as quickly as possible.

- Cezanne HR's Recruitment module is a cost-effective and quick way for businesses to manage recruitment drives. It allows HR to create vacancies and job application forms, and to push vacant posts out to job boards. Cezanne HR's Recruitment module can be integrated with a company's website so application forms and vacancies can be posted there, too. And, the module makes it a lot easier to qualify and communicate with candidates, so HR don't have to waste as much time sifting through inappropriate applications or following up by email – even more helpful now vacancies are attracting high volumes of responses. As candidates start to apply, the module will then help keep track of interviews, and after an offer is made, it will allow HR to transfer the successful candidate's details across to the Cezanne HR core People module.

- Once an applicant has been offered a position, the business will no doubt want them to start as soon as possible. Making an offer and sending out contracts is a fast process with Cezanne HR. Using the Document Tracking process, a new-starter can receive all their paperwork electronically via shared links, and then e-sign documents as needed. Any documentation that the new hire needs to provide can be added by them to their Cezanne HR record, with a notification being sent to HR to advise that's been done; or HR can add documents to the new employee's file themselves.

- One of the common pitfalls to quick onboarding is failing to define a process, including who is responsible for what. Cezanne HR's checklist functionality in the Onboarding module allows HR to create a comprehensive task list, covering everything that needs to be done to onboard a new employee. It also allows HR to assign these tasks to the right people in the business, to send notifications that tasks need to be completed, and to see when things have been done. Using these checklists helps keep onboarding on track and on time.

- If you need a new employee to get up to speed quickly, making them feel part of the team as early on as possible is essential. If staff are working from home, it will be even more important to have the right digital tools in place to facilitate team introductions. Cezanne HR's Onboarding module allows businesses to send new hires a welcome email that links to an onboarding portal. This portal can be used to tell the new employee more about

the company, their team, and what they need to do before their first day; and it can include video messages, too.

The scenarios above are just three of many situations that businesses might find themselves in over the coming months. Being able to view, communicate with, add to and reduce workforces will no doubt be on the agenda for many – and when a need arises at short notice, an HR management system like Cezanne HR is a crucial tool to act with speed and accuracy.

Blog 2:

Three ways an HR system's time module can improve your business

Many businesses are currently facing tough times due to COVID-19, and 'time' is a commodity they can't afford to waste. But knowing your business needs to be as efficient as possible is very different to being able to measure efficiency and drive change where needed. Using a time module in an HR system puts your HR team and business leaders in control of how time is spent in your organisation, and allows you to guide your staff in the right direction so their efforts are rewarded.

1. Discover if your workforce is spending too much time on non-billable work

All too often, it's easy for people to get bogged down with internal work requests and paperwork. While every business needs support roles to back up 'billable' positions, and using internal expertise to complete specialised work can make more sense than paying an external supplier, it's very important to get the mix right to keep a positive bottom line.

You can help your staff maintain the right balance between internal and external work requests by using timesheets, such as those in Cezanne HR's Time module. For support roles that only complete internal work, timesheets can still be useful in ensuring that their time is being spent on the right internal work.

2. Measure your business' outputs against time to gain productivity insights

For your organisation to be as productive as possible, you need to be able to see your workforce's outputs versus the time spent on work. You may be concerned about presenteeism, or wondering if there are better ways of working to achieve more from your human capital. Either way, you have to compare time with results to gain much needed insights.

Starting with a clock in/clock out feature, like that in Cezanne HR's Time module, is helpful. You will be able to determine how long your workforce is 'clocked in', and by matching this information with your own data on outputs, determine where you may need to do further investigation if outputs aren't as high as you'd expect. Seeing most of your workforce clocked in for the day, and then discovering that very little has been done should ring alarm bells – either your workforce's energies are being misspent, or you have a classic case of presenteeism.

A clock in/clock out feature can also help you derive insights about which working patterns yield greater results for your business. For instance, if you have shift workers, working the same amount of time, but clocking in and out at different times of the day, you may notice that the morning crew is more productive than the night crew, or vice versa. This is a good jumping off point to look into this pattern further to

see if the less productive crew can learn from the other one. If you need to drill down further into how your employees are spending their 'clocked in' time, timesheets are a good way to gain this more detailed information.

3. Use insights into 'time' to drive employee engagement

There are many ways that reporting on time can be very beneficial for your employees. Clock in/clock out can show you if a staff member is working too many hours and at risk of burnout. And keeping on top of time with timesheets can help with maintaining a sense of 'fair play' – making sure work is distributed fairly, that opportunities are being shared and that hard work (not to be confused with presenteeism or working excessive hours) is rewarded.

Unfortunately, it can be all too easy for a staff member's excessive work hours to slip under the radar – managers are busy, and home or off-site working can make it even trickier to 'see' if someone has lost their work-life balance. Using clock in/clock out can make managers aware if this is the case with their employees – and in Spain, it's now the law to keep a record of the hours an employee has worked. Having this information to hand means that a manager can approach their employee with any concerns they might have, with hard data to back them up. Handled in the right way, showing due care for their employee's

wellbeing, businesses can demonstrate that they genuinely want to look after their employees and have their best interests at heart.

Using timesheets to check that work is evenly spread over teams, that everyone is being given a chance to learn and build new skills, and that no one person is being overloaded with the work no one else wants to do is another way to build engagement. HR and managers can work together, using timesheet insights to make sure everyone is being treated fairly. And communicating to the workforce that timesheet data is being used in this way should help drive support for timesheets, too.

… A note on making time modules a success

Timesheets and recording clock in/clock out can become contentious if your workforce feels they're being used to 'watch' their work. It's important for HR, managers and staff to all be on the same page as to how recording time can help the business and improve job satisfaction for staff who can then see that their energy is going into meaningful work.

So, to successfully implement a time module, you will need employee buy-in. Perhaps you could collaborate with your workforce on how the module is used in your workplace, and how work should be categorised on the timesheets for instance. Better yet, find ways that you can reward staff for cooperating with using the module, and show them that it allows the business to better recognise their work, too. Using a time module needs to be a positive experience otherwise HR and business leaders are likely to encounter a lot of resistance.

Clock In Time:
8:55:00 AM

Jane Albrizzl

Clock Out Time:
5:12:20 PM

CLOCK OUT   CANCEL
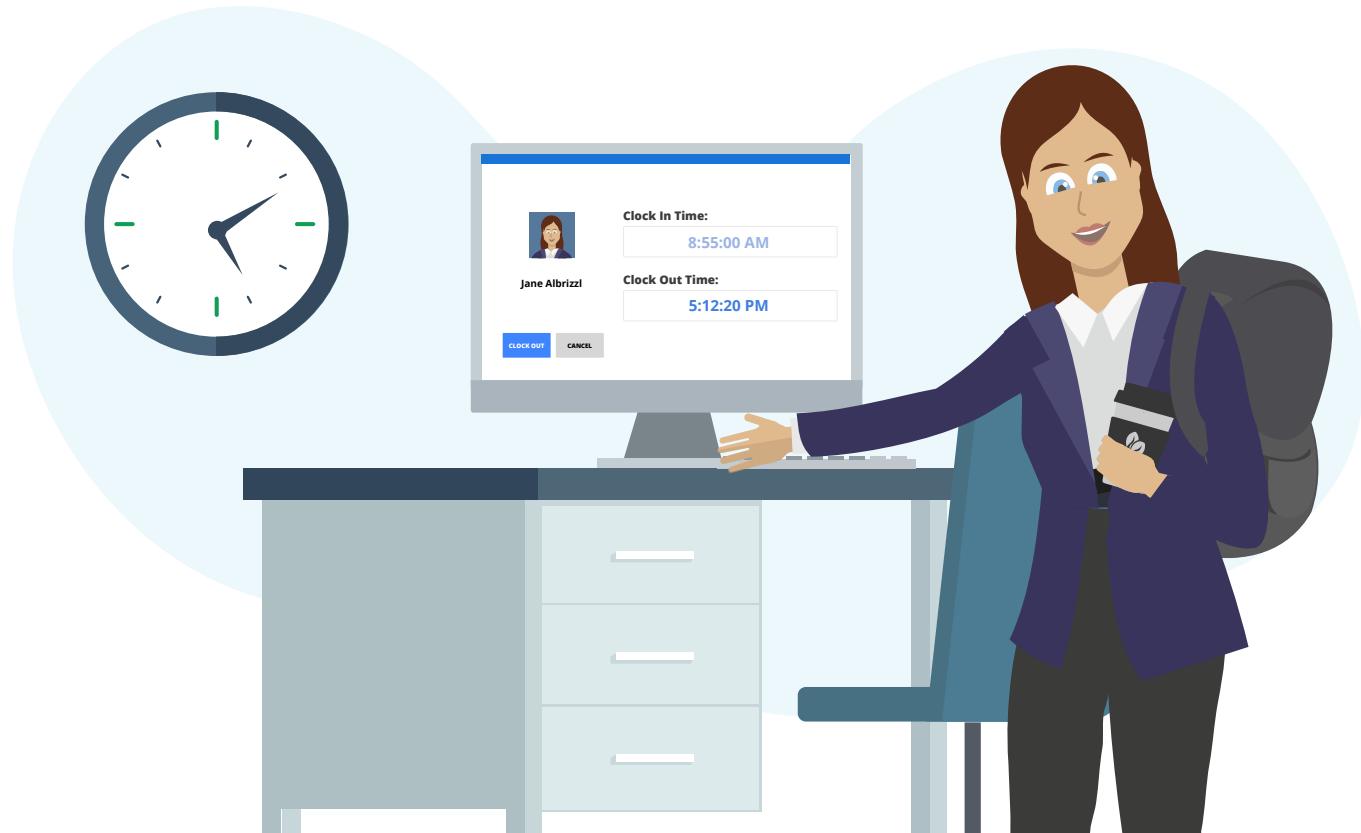
Blog 3:   6 Ways Cezanne HR can Improve your Bottom Line

HR professionals often get bogged down with a heavy admin load. This makes it difficult to find time to work on the projects that really make a difference to a business' bottom line. To be true business partners, HR needs breathing space to spend time with the business, building relationships and understanding the challenges their workforce faces. HR can't do this if they're distracted by spreadsheet after spreadsheet of leave requests, performance review forms, new starter documentation ... the list goes on.

HR systems like Cezanne HR have been created to increase HR efficiency, drive employee engagement, and generate insights into the business.* Starting with a core HR module, and then choosing additional modules as needed, businesses with Cezanne HR improve their onboarding, performance management, absence management and more. Cezanne HR doesn't just liberate HR from admin – it allows them to rethink how HR engages employees and supports the business.

1. It's easier to find the information you need

Being able to find the right data and draw informed insights from it quickly is an asset to any organisation. The immediate cost saving on employee time looking for information, alongside the long-term savings from using accurate data to inform business decisions, make it imperative for businesses to have reliable data to hand.

Cezanne HR is a Cloud-based system, so not only is all your data stored in one place, it's also accessible anywhere you can find a decent WiFi connection. HR and line managers can run searches and save reports, and those with full HR admin rights can even schedule reports to be sent to HR or the business as needed.

Intuitive self-service means HR doesn't need to worry about keeping essential information up to date either. For example, the system is automatically updated each time an employee requests holiday, logs sick leave, updates their skills or submits a performance review.

2. Your onboarding will be more engaging and efficient

HR knows that it's important to get onboarding right – but being able to do that can sometimes feel out of HR's control. New starters turning up without having had any contact from their manager between offer and start date, laptop not being ready on their first day, teams having no idea someone new was

starting – there are plenty of ways to disengage a new employee before they've even started!**

Using Cezanne HR's core People module and Onboarding module allows HR to implement robust onboarding processes, ensuring hires start on the right note. Using the People module's document generation tool, new-starter documentation is easily shared via links, e-signatures requested if needed, and all relevant documents stored in a central place. The Onboarding module makes it easy to share welcome messages for new hires, and information about the team they're about to join, too. And using the checklists function in Cezanne HR allows HR to make sure a recruit's onboarding experience is well organised, with a view of who's responsible for all the necessary documents, training, equipment etc. being delivered on time.

All these efficiencies save time for HR, line managers and new starters, and help with engagement and retention, too. And with remote onboarding now a concern for many businesses, it's even more important that steps in the process don't slip between the cracks.

3. Productivity can be improved with a Time module

Businesses leaders are always being challenged to increase workforce productivity. It's hard to uncover new efficiencies, though, without solid data on how people are working right now. If HR is asked to track workloads and working time, this is very difficult to deliver on without a good system in place to collect and then report on the data. Productivity problems can't be fixed if they're hidden.

Cezanne HR's Time module includes both timesheets and clock in/clock out functionality. With timesheets, you can easily report on how your employees are spending their time, and make sure key areas of the business are being properly resourced. Knowing what your people are working on, when, and for how long, gives managers the insights they need to more effectively lead their teams. And clock in/clock out delivers real-time info on who is on site, allowing any unexplained absences to be quickly addressed.

4. Don't waste time on managing time off

The last thing a business wants to do is lose time to managing time off – it just makes the absence that much more expensive. So, while it's a given that it's very important for people to have time off, the admin for this process should be quick and easy. And it's exactly this sort of admin that HR and line managers often get tied up with, despite the fact that it's not good use of time.

Managing different types of absence, no matter where you are in the world or what legislations you need to adhere to is easier with Cezanne HR. The Absence Management module in Cezanne HR allows businesses to define their own absence plans to suit their circumstances. Unlike a lot of other systems, Cezanne HR takes care of the maths, too, automatically calculating entitlements based on all the important factors. You won't need to double check that bank holidays, carry over or time off in lieu has been accounted for properly and lawfully. If an employee changes their working time pattern, Cezanne HR even recalculates their entitlement for you.

Absences can be requested and approved from mobile devices, so admin time is kept to an absolute minimum. And using an HR system to manage absences means that managers and HR can easily view who is off and when, and make sure all areas of the business are adequately covered year round.

5. Stop performance problems before they impact your bottom line

One of the criticisms of yearly performance reviews is that they may leave it too long to address performance concerns. So, while annual and half yearly appraisals still have an important role to play in many businesses, continuous performance management, whereby employees have regular check ins with their managers, can be crucial for spotting and fixing problems to avoid impacting productivity.

Cezanne HR supports both formal appraisals and regular check ins. A combination of both works well. Managers can address problems before they escalate via regular catch ups with staff, and they can then look at long-term goals and development opportunities in more structured sessions at least once a year. The goals feature in Cezanne HR's Performance module makes it easy to record and track goals, helping with employee motivation and achieving targets.

6. Discover a helping hand with compliance

Compliance will always be a central concern for HR. As things currently stand, HR professionals need to be mindful of ongoing data security responsibilities, right to work changes resulting from Brexit, new COVID-19 health and safety concerns, unfair dismissal claims following redundancies … and so on. The last thing HR wants is for their company to receive fines or to be taken to court for non-compliance.

An HR system can't spirit away HR's compliance concerns. But, Cezanne HR can help ensure the right processes are followed, a clear trail of evidence is maintained, data is held more securely, and that GDPR requirements to delete or anonymise data when no longer needed are easily managed.

Cezanne HR's purpose is to help HR professionals by easing the HR admin burden, make HR processes such as onboarding and performance management more organised and effective, and give business

leaders access to the information they need to make their workforce more efficient. The flexibility offered by starting with the core Cezanne HR People module, and adding other modules as needed, allows you to meet your HR challenges, essentially creating a system just for you and your bottom line.

* Read about how one Cezanne HR customer achieved a time-saving of 80% - https://cezannehr. com/case-studies/open-gi-sees-80-time-saving-with-cezanne-hr/

** Find out more about onboarding psychology - https://cezannehr.com/onboarding-psychology/

Blog 4: Why Cezanne HR's integrated module is your best choice for performance management

Performance management is a key HR activity for most businesses, but how it's administered can vary greatly between organisations. Businesses managing performance via paper-based processes or spreadsheets, or standalone performance systems are missing out on the advantages of having performance as part of a wider HR system. Choosing a performance management system that is part of your main HR system is the best way to achieve a comprehensive view of your workforce, making HR-related tasks easier for HR, managers *and* staff.

Unrivalled flexibility

Cezanne HR offers a highly configurable performance management solution that enables a comprehensive approach to performance management, supporting annual reviews as well as continuous performance management via frequent check-in conversations. The module also includes a goals section, to record goals and easily monitor progress.

Customers can have multiple appraisal processes and forms, they can choose their own rating scales and weight scoring, and have different participants for different processes – including peer review/multi-rater feedback. The timing of appraisals is also configurable, and can be tailored to the business' needs; for

example, performance reviews could be kicked-off by HR monthly, quarterly, half yearly, or yearly, etc.

Simpler administration

With all your HR data in one place, managing the performance management process is infinitely simpler. Data about employees and their reporting relationships only needs to be defined once – so you won't need to worry about data duplication, accidentally missing employees out because they've only recently joined, or broken reporting relationships when managers change roles. The existing employee record is simply augmented with the relevant performance data as reviews, check ins, goals etc. are added.

Ensuring performance reviews stay on track is simpler too. If you were to have the People, Performance and Absence modules, HR could, for instance, easily go between these modules in a person's record to determine if a performance review has been delayed due to a manager or employee being on annual leave. Being able to make connections between these different data points makes it much easier for HR to administer performance management processes for the business.

A more complete view

Choosing Cezanne HR's Performance module (in addition to the core People module) delivers a well-rounded picture of your workforce in one system

that you can't achieve with standalone performance management software.

HR professionals with full admin rights can use Cezanne HR to see all data held on an individual by searching for that person and then viewing their Cezanne HR record. This comprehensive view doesn't just benefit HR, it also helps managers and staff alike.

Cezanne HR also enables line managers to view their direct employees' records. So if performance reviews are coming up, the manager can look at performance related information, such as any check-in conversations they might have had with that employee, what goals have been set, notes from the last performance review, how long the person has been in the role, etc. They can also view records on the employee's compensation history, training, absences (with the Absence module) and more. Having all this information easily to hand contributes to much more informed and productive performance conversations with employees.

The Performance module allows employees to easily keep track of what they've previously agreed with their manager, and make updates as appropriate. This ease of access to information empowers employees to be more proactive and involved with their own performance management.

If you don't already have a digital solution for performance management, or your current performance software isn't part of a more comprehensive HR system, why not request a demonstration of Cezanne HR today to discover a more efficient way to administer performance management in your organisation.
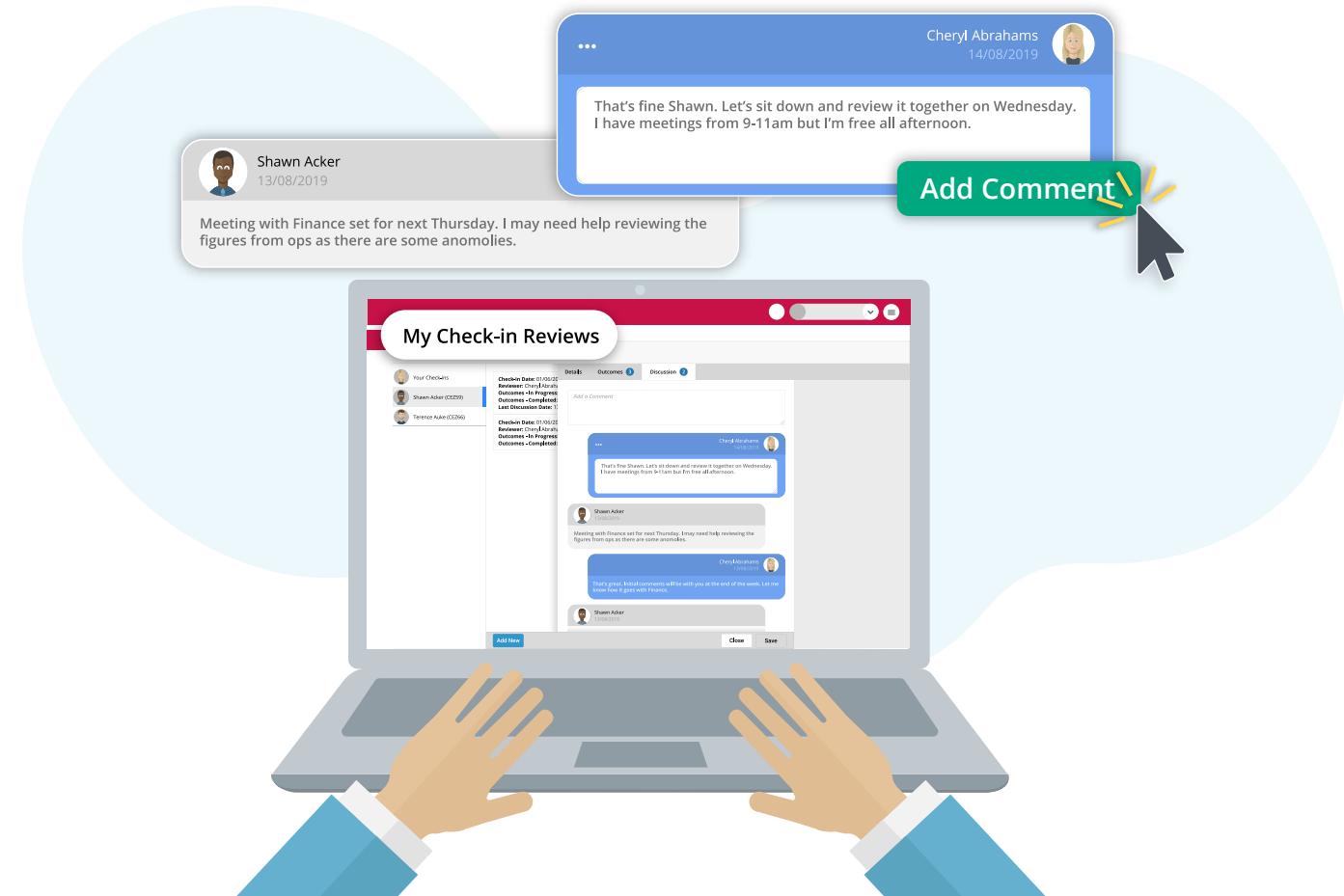
Blog 5: Onboarding and Cloud HR Software: How to maintain normality during COVID-19

If there's ever been an ideal time for Cloud HR software to facilitate onboarding, it's been over the last eight months. COVID-19's lockdown saw many people adopt full-time homeworking practices for the first time. Cezanne HR's onboarding webinar poll found that 65% of people had onboarded new staff while working remotely.[i] This begs the question: how do you onboard someone well, when you're solely reliant on online channels?

Onboarding encapsulates an employee's experience of your organisation from the moment an offer is made until they settle into the business and become part of your wider employee engagement plan. It can also be influenced by a new employee's perception of your brand before they even apply for a role, their experience of your recruitment process, and any other interactions they may have with your business – it all contributes to the relationship between employee and employer.

HR software as a communication tool

In the pre-boarding stage (between job offer and start date), HR software can be used to communicate with new hires by emailing welcome messages, hosting online 'introduction-to-the-business' portals, and sending and storing important starter-documents (with e-signatures if required). All of these opportunities to interact with a new employee are relatively easy to set up in a good HR management system – and can then be duplicated and amended as needed – but the ease of set-up doesn't detract from the deep impact these communications can have on the new starter, showing that you're invested in their appointment and that your business is organised and efficient.

Cezanne HR's report: 'The Psychology of Onboarding: Optimising the new-starter experience in the digital age'[ii] includes survey findings from March 2020 that reveal: 18% of respondents hadn't heard from their employer between receiving their offer and their first day on the job.

The survey goes on to show that this is a missed opportunity by measuring whether the employer's level of contact increased or decreased (or neither) an employee's enthusiasm for their new role. 64% of employees that did hear from their employer showed an increase in enthusiasm, 4% said it decreased their enthusiasm, and 33% selected neither. For those that didn't hear from their employer, 35% said their enthusiasm was increased, 5% selected decreased, and 61% sat on the fence with 'neither'.

How many of those people that hadn't heard from their employer, and selected neither, could have had their enthusiasm increased with relatively little effort via a great HR system? And in a remote-working world, where people might already be feeling isolated, it's even more important to connect with your new hires as quickly as possible – and as efficiently as possible.

Managing processes and workflows

Homeworking invariably increases email communications, driving even simple conversations between colleagues – that may have occurred face to face in the past – online. Using a Cloud-based HR system to maintain a record of onboarding processes and their fulfilment can help formalise your organisation's approach, improve record keeping with all procedures, communications, and documents kept in one central place, and avoid important information being lost in inboxes.

Being forced to work away from the office might be the impetus HR needed to revisit and analyse their new-starters' onboarding experiences. Without being face to face with colleagues and the new hire, HR must ensure everyone involved in the process is extremely clear about their responsibilities ahead of time, and they then need to check those responsibilities have been fulfilled. Using the checklist functionality from one of the market's leading HR systems is the ideal way to do this.

Cezanne HR's survey showed that 20% of survey respondents didn't have their equipment (computer, phone, desk etc.) ready on their first day. This has the double whammy effect of leaving a bad first impression

and increasing the time it takes a new employee to be productive. If someone is working remotely, they can't simply walk down to IT on their first day and request a laptop – it has to be organised for them ahead of time. Using checklists in an HR system is one of the best ways to assign this task to the right person/department, and for HR keep track that it's been done.

Checklists are also useful in the pre-boarding stage and after a person's first day on the job. For example, compliance tasks, both longstanding and new requirements relating to COVID-19, can be easily monitored if HR can simply refer to a checklist of what has and has not been completed. And, any activities that your business has organised to help an employee settle in and get up to speed with their new role after day one can also be monitored this way.

Lack of onboarding and disengagement

Where the absence of a formal onboarding process might have been somewhat mitigated by face-to-face relationship building in the past, homeworking removes this crutch.

Cezanne HR's survey showed a direct link between lazy onboarding practices and people taking longer to feel like they'd made the right decision in changing jobs. People who didn't have a programme of welcome events after day one took longer to feel confident in their decision than the baseline of all survey respondents. People who didn't have equipment ready for them on their first day similarly took longer in concluding they'd made the right

choice.[iii]

Invariably, a lot of HR work that used to be ad hoc or face to face has been driven onto Cloud-based systems due to COVID-19 and the resulting increased homeworking. For onboarding, moving to more organised and formalised processes, formulated with a deep understanding of onboarding's place in engagement and retention, is likely to strengthen employee loyalty and future talent pools. Better use of sophisticated HR systems also provides HR with the opportunity to track how successful their onboarding of new hires is – and to hopefully pinpoint where their approach may need improvement.

[i] 333 respondents, webinar poll | The Psychology

of Onboarding: 5 insights to help HR improve their new-starter experience, 28 May 2020

[ii] https://cezannehr.com/onboarding-psychology/

[iii]

When did you decide you'd made the right decision in changing jobs? (%)

	All respondents (589)	Equipment not ready on day one (118)	No welcome programme after day one (300)
Before or as soon as I accepted the job offer	26	20	25
After the first day	20	7	16
After the first week	31	31	30
After 6 months	11	17	11
I'm still not sure I made the right decision	13	25	18
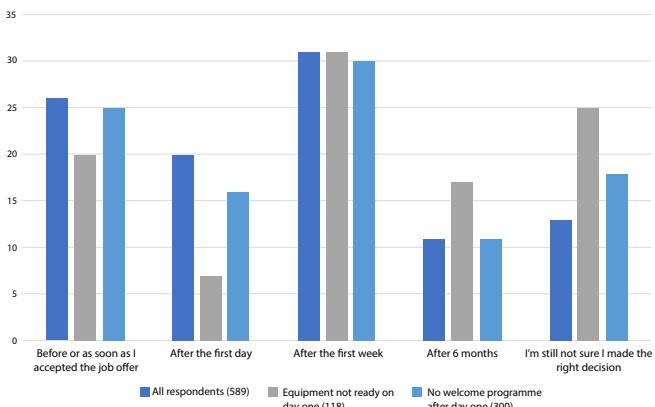
Why you need an HR system

Choosing the right Cloud HR technology can transform HR in your organisation. From documenting and streamlining processes, and helping with compliance, to managing admin and reducing the time HR has to spend on paperwork, HR systems like Cezanne HR make HR easier for the HR department and the wider business alike.

But it's not just about the admin. Great Cloud HR software is a tool that can improve employee engagement and communication in your organisation. And the insights you can derive from the data (conveniently stored in one location) can help inform business strategy, increasing efficiency and productivity.

Choose a system that:
———

- is flexible

- can cover the full HR lifecycle

- offers checklist functionality

- is Cloud native

- is backed by a great customer support team.

And make sure the HR system you choose has the depth in functionality you need to meet your needs today and in the future. You need a system that will grow with you!

High-speed business, PRMA's HR team relies on Cezanne HR to work quickly and efficiently:

" Our business is incredibly fast paced. If I want HR to be taken seriously and for the organisation to engage with us,

I need to stay up to speed. Cezanne HR has dramatically cut the time it takes us to manage essential processes. "

prmaconsulting®

Read the full PRMA case study here

Further reading

Buyer's guide to HR software

To navigate the digital future, HR professionals have become in favour of more cost-effective, engaging and sustainable digital, Cloud HR solutions.

Continue reading

About Cezanne HR

This report was written by Cezanne HR. Cezanne HR is leading the way in delivering smart Cloud HR software solutions to mid-sized and growing businesses, both locally and globally, at a cost unthinkable just a few years ago. Cezanne HR's system is quick to deploy, easy to manage and packed full of features that save time and help everyone work together more productively and successfully.

call: +44 (0)20 7202 2727   visit: www.cezannehr.com   email: info@cezannehr.com