RIZING

The Future is Here, So What's Next?...

A brief guide for HR leaders in UK and Ireland

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The Future is Here

01

The future is here. It has arrived faster than any of us could have expected. The 'Covid years' have highlighted the need for midmarket companies in UK and Ireland to digitise their operations and uncover the insights in their people data. The 'work from home' edicts catapulted companies' core operations into the Cloud.

Until now, responding quickly to the crisis has been the number one priority for HR leaders. But as restrictions ease and employees start returning to the workplace, there's a shift in focus to optimising the employee experience to create a flexible, engaged workforce (even in the most challenging circumstances) and a more resilient, future-proofed business.

The Top 3 HR Priorities Today

Based on our 20 years' experience in HCM and our thousands of conversations with CHROs and HRDs, this ebook gives an overview of what we see as the top three priorities for HR leaders in 2021-2022:

1. **Managing an agile workforce**
2. **Creating great employee experiences**
3. **Winning the war for talent**

You will also get a preview of what's possible in each of these areas with our hire-to-retire Cloud HR solutions, Synchrony People & Payroll.

Managing an Agile Workforce

02

The Spring of 2020 was challenging for HR leaders and employees alike in UK and Ireland. The sudden shift to homeworking highlighted the need for midsize organisations to transform their aging technology. As quickly as possible.

When in this fire-fighting mode, HR's priorities for technology were to 'what is good enough for now and quick to get everyone up and running?'. But now that working from home and hybrid working models are more embedded, and look like they're here to stay, HR leaders are keen to deliver on the need for transformation by using the best tools for the job.

The vast majority of today's workforce expect a consumer app-style experience at work. Frustrating technology and archaic, manual processes will just drive them out the door. Making sure all their HR touchpoints are accessible to them 24/7 and from any device, plus empowering them to self-serve is a winning formula.

The right HR Cloud solution can support your staff to do their job to the best of their abilities, to keep connected with their team and to feel empowered and valued because they're on a path of continuous development and learning.

What's Possible with Synchrony People & Payroll?

For you:

- One source of truth, in real-time, for all your people data
- Transform the HR admin mountain into a manageable hill, thanks to in-built automation and chat bots.
- Free up budget for innovative wellbeing schemes and talent acquisition, our Synchrony customers typically cut costs by 25%[4]

For your talent:

- Work from anywhere, on any device, and self-serve (for example viewing their own payslips, requesting time off via their mobile or updating their change of address) rather than waiting for an overly-busy HR department to do simple tasks for them
- Boost their engagement and satisfaction levels with a consumer-grade app experience across all HR processes from hire-to-retire

85%[2] of UK workers want a hybrid approach of both **home and office** working in future

36%[3] of employees would leave their current organisation **for a more digitally progressive employer**

Digital-native millennials make up over **50%[1] of the UK's workforce**

Creating Great Employee Experiences

03

It goes without saying that happy employees will deliver a better customer experience, which is an important factor in increasing revenue. Making sure everyone gets paid accurately and on time, has the right skills for the job and feels like they are on an appropriate development path with the support they need is hard to achieve with a mix of excel, outdated, disconnected software and manual processes.

In the last five years or so, technology has come on in leaps and bounds. The high tech, deep functionality of innovations are now easily within the budgets and shorter timeframes of the midmarket.

By harnessing the power of intelligent technologies, such as automation and machine learning, HR can evolve away from the purely transactional aspects of talent management. HR leaders are now focusing on creating the best experiences for their employees so that they can perform at their peak, with the added benefit of being able to analyse their workforce with sophisticated analytics and reporting.

What's Possible with Synchrony People & Payroll?

For you:

- Easily spot top talent and nurture their growth through data-led succession planning, skills development, compensation and nurture programmes
- Have an accurate view of performance and pay across the business
- Get the real-time metrics and in-depth reporting you need to inform HR strategy and measure the effectiveness of training and other initiatives

For your new joiners:

- Feel valued with continuous feedback and a personal development plan that motivates them and aligns with the wider organisation's goals
- Get paid accurately and on time
- Enjoy learning and increase engagement with personalised plans relevant to their role and experience

Companies with highly engaged workforces are 21% **more profitable** than those with poor engagement[5]

Employees who are **highly satisfied** with their **company's tech** are 6x more likely to be **highly satisfied** with their overall **employee experience**[6]

By 2030, up to 5 **million workers in the UK** could **lack** the basic **digital skills** and knowledge to be able **to do their jobs**[7]

Winning the War for Talent

04

Recruiting has always been a bit of a battlefield. Even more so now. to The IR35 tax legislation[8] to prevent contractors working for a single employer, which came into force in the UK in April 2021, is prompting many organisations to use fewer contractors. This means there's a lot more recruitment to fill the resulting gaps in their workforce with new employees.

To attract the best, you've got to be the best. And that starts with the first contact you have with your candidates. First impressions last so it's important to provide them with an intuitive, stress-free experience from the moment they respond to your job advert.

What's Possible with Synchrony People & Payroll?

For you:

- An easier, fully digitised recruit and hire process which saves you time and hassle
- Widen your talent pool with over 4,000 channels across job boards and social networks, and source internally by aligning employee development plans and skills with available roles
- Increase diversity with the gender bias tool and insightful analytics to assess talent pool demographics

For your talent:

- Get a good impression of your organisation with a consumer-grade experience
- Easy to apply for your jobs and self-serve during the hiring process from any device
- Enjoy a smooth and effective onboarding process which makes them feel part of the team and overall company culture, even if they are working remotely

46% **faster hiring**

The current **average cost per hire** in the UK stands at around £3000[9]

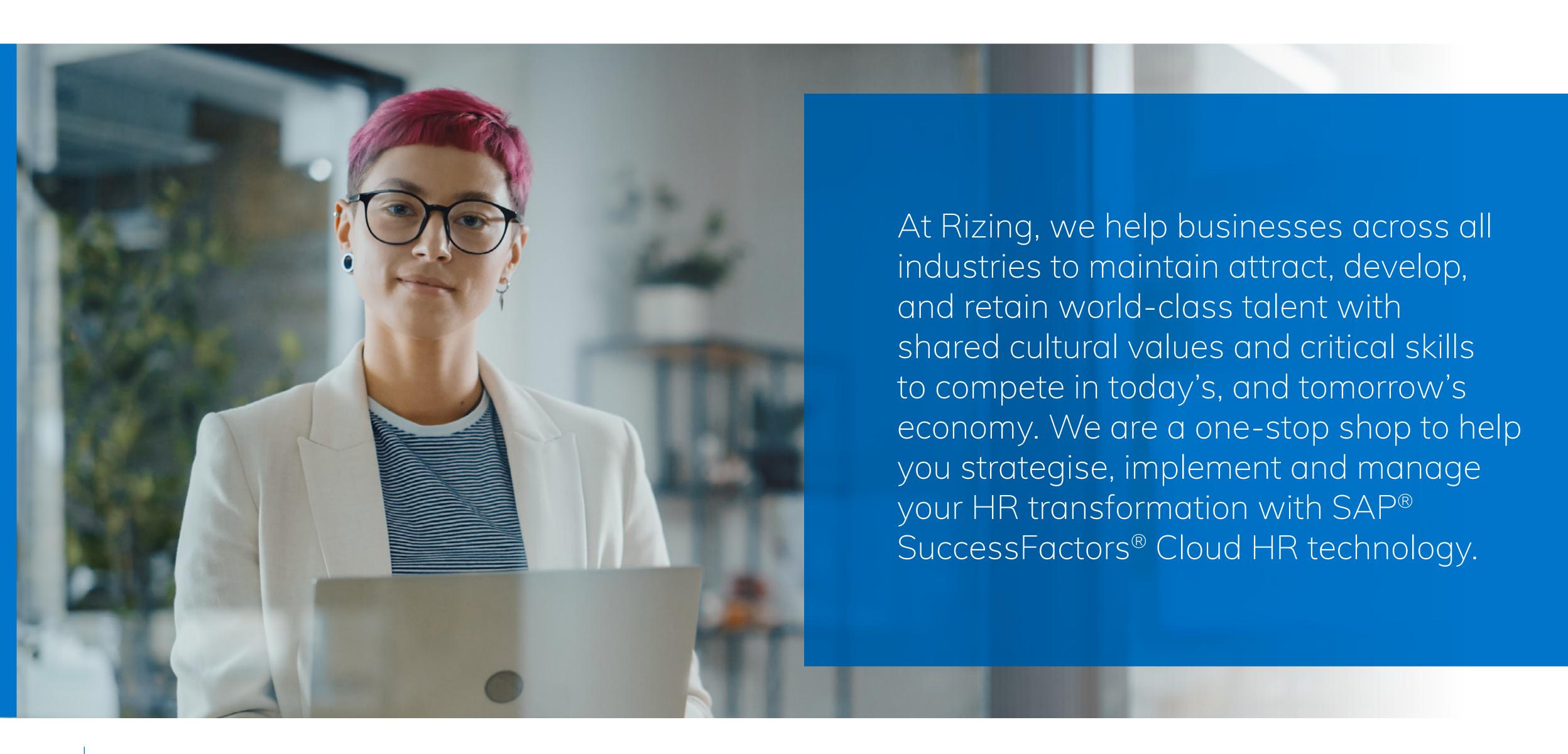The **average interview process** takes 27.5 **days**[10]

The Right Tools for the Job

05

Happy staff are more likely to be productive, to stay in your organisation, recommend you as an employer and proactively move the organisation forward.

How?

It all starts with making sure you have the right tools for the job. Boost your workforce engagement and satisfaction levels with a consumer-grade app experience across all processes from hire-to-retire. And save yourself a lot of time and headaches too, thanks to in-built intelligent technologies.

At Rizing, we help businesses across all industries to maintain attract, develop, and retain world-class talent with shared cultural values and critical skills to compete in today's, and tomorrow's economy. We are a one-stop shop to help you strategise, implement and manage your HR transformation with SAP® SuccessFactors® Cloud HR technology.

Our hire-to-retire Cloud HR and global payroll solution, Synchrony People and Synchrony Payroll, are SAP Qualified Partner Packaged Solutions, fully localised for UK and Irish small and mid-sized businesses. Synchrony People & Payroll enable you to automate core HR processes, maintain compliance across multiple countries, improve performance and get real-time insight into your workforce for reporting and planning.

We've built on the market-leading SAP SuccessFactors to bring Tier 1 HRIS Cloud functionality to small and midmarket companies (typically 1,000 – 10,000 employees) for a fixed price and a super-swift project implementation time. You can be live within 12 weeks, for a price lower than you think.

Synchrony People & Payroll includes:

- A fully integrated cloud solution encompassing all your HR and payroll processes
- Ease of use with the scalability to meet your needs as you grow
- A mobile solution based on the self-service needs of employees and managers
- Industry-leading best practices and differentiated with Rizing's powerful mindshare
- The ability to tackle day-to-day, as well as common HR and payroll challenges

Employees who are **highly satisfied** with their **company's tech** are **6x** more likely to be **highly satisfied** with their overall **employee experience**[11]

HR admin and learning software are the **top 2** technologies that **improve employee satisfaction**[13]

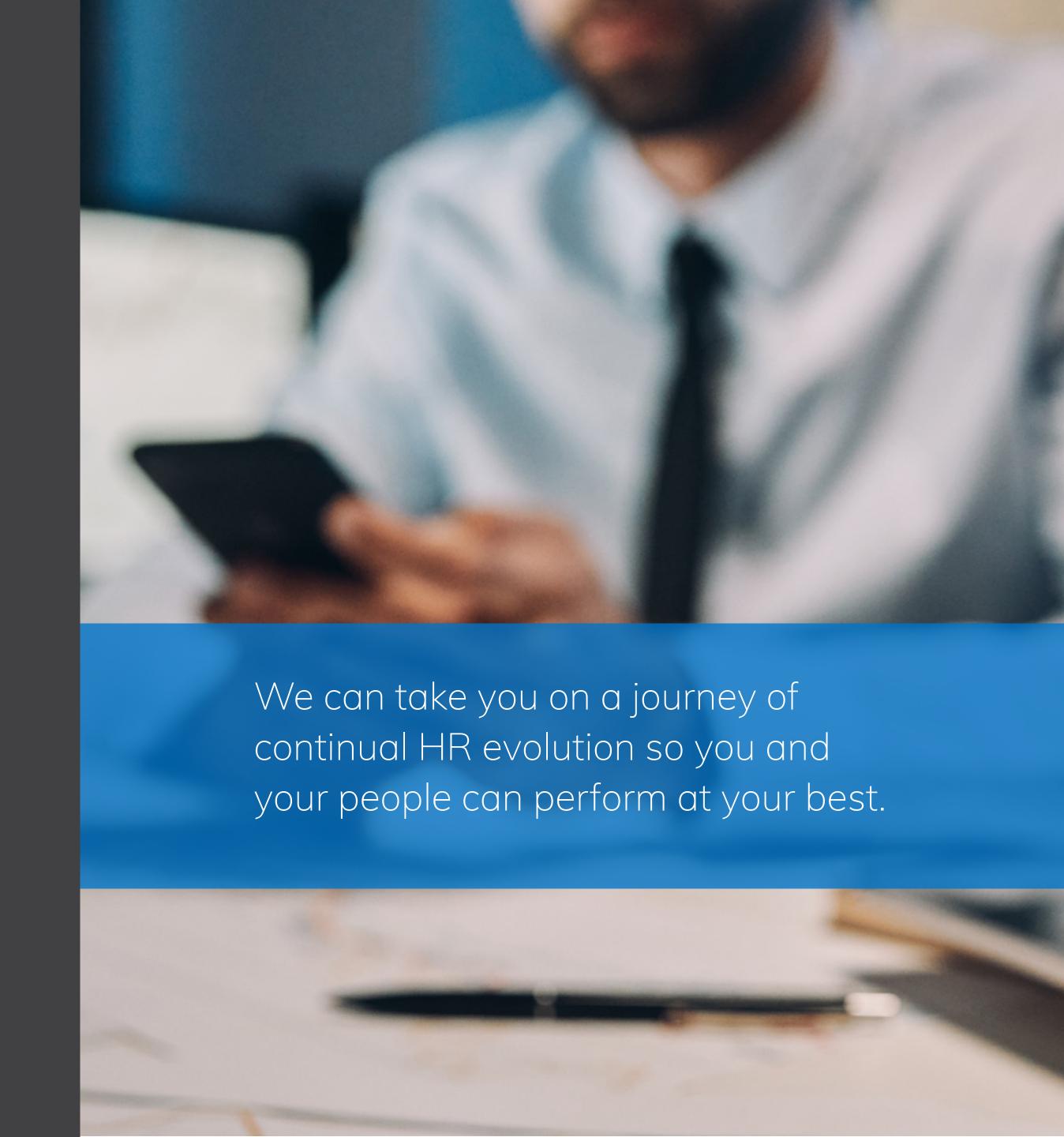**Synchrony People & Payroll cuts the cost** of HR & IT processes by **25%**[12]

Now is the Time to Future-Proof your Company

Access to meaningful HR data can truly enable your organisation to build your company for the future, also allowing you to make informed decisions and equipping HR in playing a real part in the strategic aspects of the business.

...and future-proof your people.

Every great relationship begins with a conversation. Let's talk. No ask is too big or too small.

We can take you on a journey of continual HR evolution so you and your people can perform at your best.

Endnotes

1   https://www.openaccessgovernment.org/2020-workforce-will-be-dominated-by-millennials/55775/

2   https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/businessandindividualattitudestowardsthefutureofhomeworkinguk/apriltomay2021

3   https://www.hrdive.com/news/survey-hr-must-pick-up-the-digital-transformation-pace/422585/

4   https://www.gallup.com/workplace/236927/employee-engagement-drives-growth.aspx

5   Joanna's presentation

6   https://assets.cdn.sap.com/sapcom/docs/2021/02/a0ecc1e7-cd7d-0010-87a3-c30de2ffd8ff.pdf

7   https://industrialstrategycouncil.org/20-cent-workers-could-be-under-skilled-2030-new-analysis-finds

8   https://www.gov.uk/guidance/understanding-off-payroll-working-ir35

9   https://www.glassdoor.co.uk/employers/blog/calculate-cost-per-hire/

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11   https://assets.cdn.sap.com/sapcom/docs/2021/02/a0ecc1e7-cd7d-0010-87a3-c30de2ffd8ff.pdf

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