



Integration of HR Technology

Market Trends and a little about “Why”

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Welcome and Thank you

Integration of HR Technology

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18 years experience in HR and Payroll
Leads sales strategies of Enterprise Payroll / HR Jemini solution.

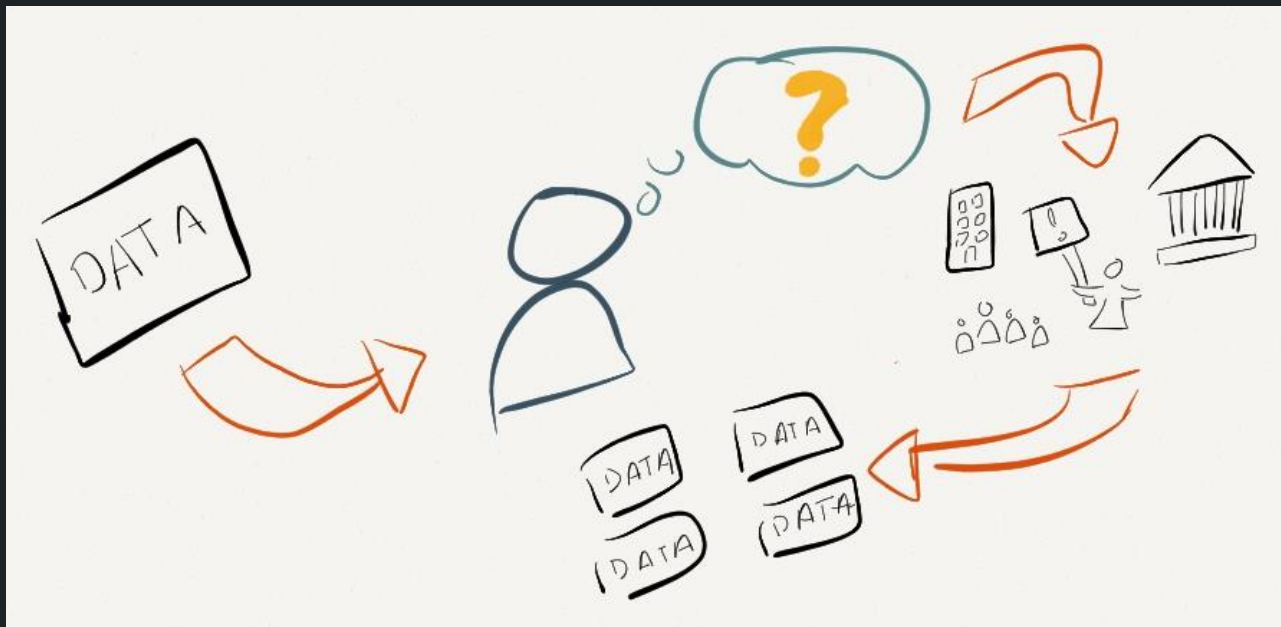
Sits on the Product Board for the New Zealand developed Jemini

1990's Compute Record Process



The HR Data Revolution – Welcome the 2015 onwards

You don't know what you can't see



- The brilliance of HR Data
- Disparate Systems and Data
- The Data Challenge

So? What does this mean in
terms of Integration
and Why?



The Why Number One – Risk

Truth

Valid Information
Improved Efficiency
Seeing the same information

Error

Wasted Effort
Incorrect Data
Timeliness



The Why Number Two – Security

Arguably the greatest risk

Security

Loss of data

Fraud

Security Breach

Data Privacy



The Why Number Three – Data and the power of it



Transactionally focused
Seen as a cost centre vs
strategic enabler
Batch operations, manual
processes, no real-time
insights all accepted
as the norm



Improve visibility of value-
add HR and Payroll bring to
the organisation
Take an organisational wide
distributed impact view on
value and risk Payroll / HR
investment



Providing strategic business
tools and insights on people,
that support and enable the
entire business vs. just
getting the job done

The Why Number Four - Restricting your ability to innovate

Missing opportunities to reduce costs and provide benefit through engagement with people

- Payroll removed from other systems is extremely traditional and a big prohibitor to efficiency, innovation and real-time analytics
- **Stand alone systems and relying on data extracts record the transaction after the event; none of them enable the event to happen or drive behaviour**
- Real-time Integrated Payroll and HR information **reduces risk of errors and improves forecasting**
- Fragmented and **disjointed employee lifecycle means different data across different people and confused as is situation.**

Economy will grow – with constrained labour force

Wages increasing
Ignoring requirements for experience
Plan to train functional and technical fit
Adding ever more attractive perks/benefits

Learning, skills, career pathways will become business critical

CEOs / CFOs thinking about what skills are missing
Creating a learning infrastructure

Intense focus on employee experience will become mainstream

Meaningful work; Health and wellbeing
Strong management
Growth and opportunity
..... supported by Technology and services

Pay and rewards will get a serious refresh

Traditional pay practices - still the most traditional of all
Cash Advance / Payday Loan
On-demand pay

The people analytics will touch every aspect of the business

We have good sales, pipeline, supply chain analytics; Every part of business is data driven
HR / Payroll behind in leveraging analytics

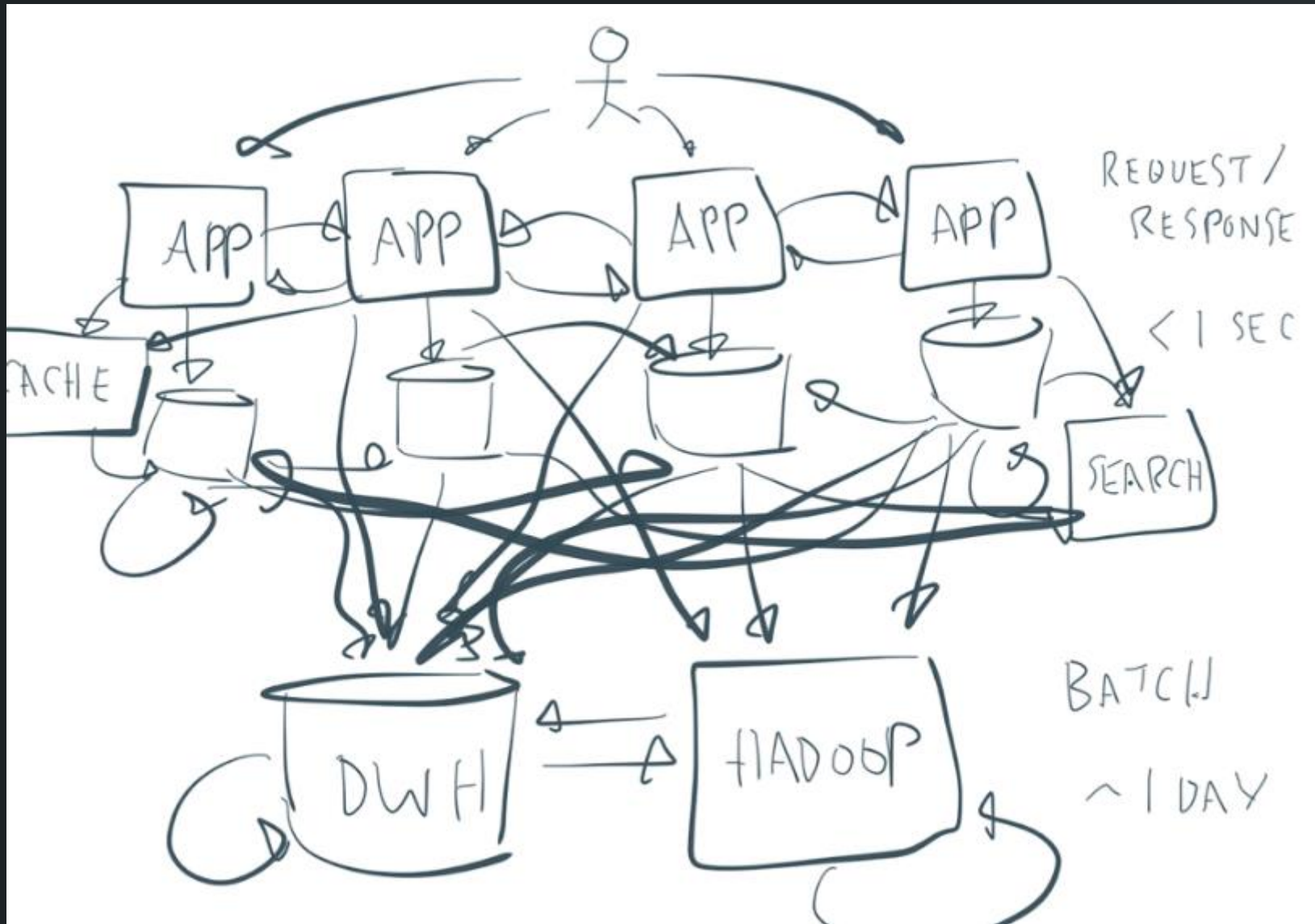
Building HR skills and capabilities will be non-negotiable

Need to invest in HR capability across the business
HR can no longer operate in silos

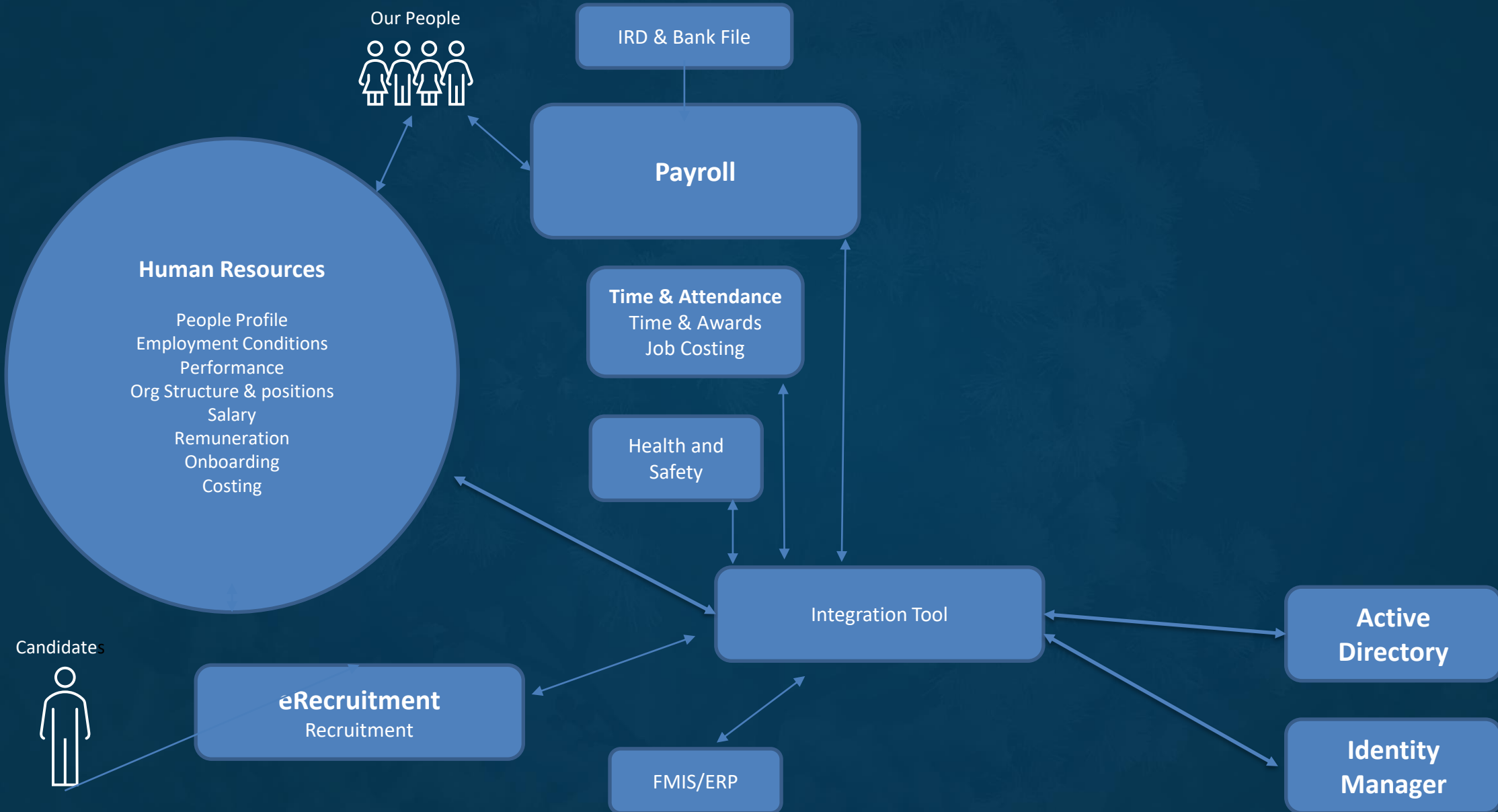
HR Predictions for 2022

Key takeaways from the Joshbersin Company HR Predictions for 2022 report

The Integration journey:

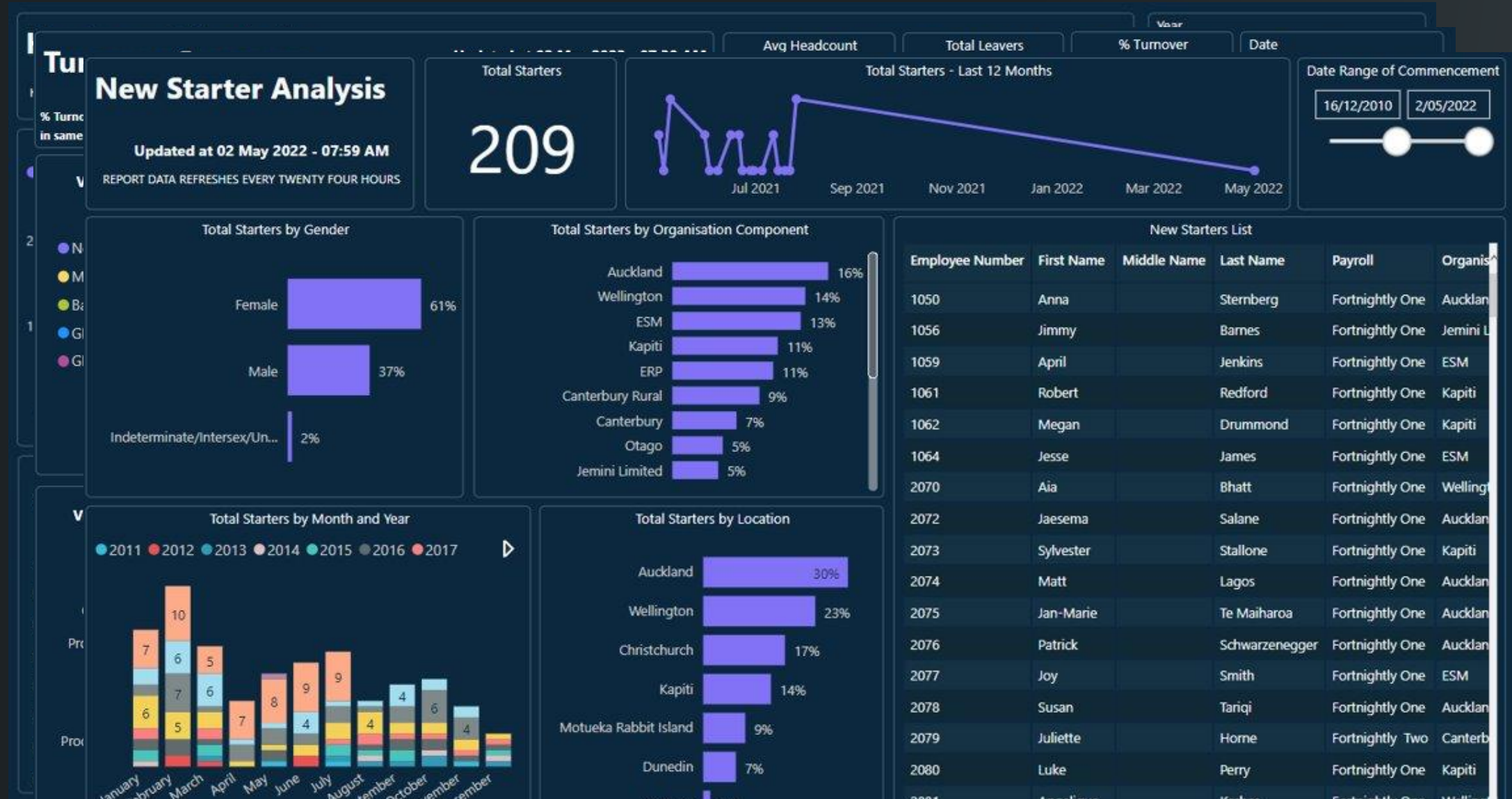


Payroll and HR an Integrated Approach



Growth strategy requires insight

We need accessible dashboards



So how challenging is an Integration Project

Confirm Integration Scope

Confirm Data Field mapping

Configure and Unit Test Integration

-Update any APIs if required

-Configure integration

-Unit test each integration

UAT end to end test

What we will achieve with an Integrated Approach



Mitigate Risk

Reduce Manual Process

Increase Security

Authenticity

Integrity

Confidentiality



Thank you

Without a connected people (HR) and payroll system giving business managers and leaders real-time insights, confidence in compliance, the organisation leaves itself exposed to risk whilst missing growth opportunities.



Investing in HR and Payroll is as important as implementing an ERP or CRM

Q & A



Happy to discuss any time
Thinking about this and have questions?

I am happy to be contacted anytime.



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