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GUIDE

# How To Consolidate Your HR Software Stack and Boost Productivity

# The HR Tech Challenge: Too Many Tools, Too Little Efficiency

Your HR and recruiting technology is supposed to save time and help your team achieve its goals.

But, research shows that many companies are facing challenges caused by their software tools:



89% of companies with poorly integrated HR tech stacks say the **lack of integration is a barrier** to reaching business goals.



50% feel they **aren't utilizing their software's** full capabilities.



39% say **systems that aren't or can't be integrated** are a major pain point.

Fortunately, HR technology still has lots of benefits:



62% strongly agree their **tech stack improves HR efficiency**.



54% say it improves the employee experience.



57% say it improves company productivity.

**Avoid the issues caused by fragmented systems by optimizing your HR tech stack.**

Streamlining allows your team to focus on developing strategies and improving processes rather than spending time managing multiple disconnected systems.

In this guide, we're diving into how you can optimize your HR tech stack. We'll explore how to assess your current HR and recruiting technology, the benefits of consolidating your software tools, and how to implement and manage your consolidated HR tech stack.



# Why Optimizing Your HR Tech Stack Matters Now

Your people are the heart of your organization, and as a human resources team, yours is responsible for keeping the heart healthy so the company can function at its best.

That includes everything from the literal health of your employees — insurance and other wellness benefits — to payroll, PTO, compliance, employee training, and more. HR teams are also responsible for companies' people strategies: **recruiting, onboarding, performance management, employee engagement,** and **people analytics.**

In today's post-pandemic world, HR has finally earned recognition as a strategic business department and has more work on its plate than ever. On top of the volume of duties, day-to-day HR tasks are often time-consuming and complex.

So like most teams, yours is probably using at least a few — and maybe even eight or more — software solutions to handle daily tasks. But if that's the case, they could be wasting up to **four hours per person each week** just toggling back and forth between applications. That adds up to five weeks per year — valuable time that could be spent recruiting top talent, creating onboarding programs, analyzing employee performance data, and other more impactful work.

“Stand-alone, nonintegrated systems create manual work and increase the likelihood of errors,” **said Kara Yarnot,** Vice President of Strategic Consulting Services for HireClix. “They also can negatively impact the employee and candidate experience.”

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Using different software for every process also creates data silos, deepening the separation between talent acquisition and human resources and making it difficult to communicate with other departments. In today's competitive labor market, this kind of inefficiency prevents your team and your company from being as successful as possible.

By consolidating your HR tech tools into a unified system, you can improve visibility, reduce data errors, and keep everyone on the same page. This leads to better decision-making, improved productivity, and a more engaged workforce.



# Where Are You Now?

## Assessing Your Current HR Tech Stack

HR tech is not a one-size-fits-all solution, and every business has unique needs.

It's also possible your organization is paying for software that isn't doing what it needs to, isn't being used properly, or isn't being used at all. That's why assessing your current HR tech stack before you attempt to integrate and optimize is so important.

### What Does Your HR Tech Stack Look Like?

Before you can start optimizing your HR and recruiting tech stack, it's important to understand what exactly your current system looks like. This means identifying all the different software you currently use for HR processes. Once you have a comprehensive list, you can begin to evaluate each piece and determine whether it's still necessary, needs to be replaced by a more efficient solution, or can integrate with a comprehensive talent management platform.

### Is Your Current HR Tech Stack Effective?

The next step is to conduct an HR tech audit. This involves evaluating the effectiveness of each piece of software in your current stack by asking questions like:

- What is this platform used for?
- How often is it used, and who uses it?
- Is it essential or replaceable?
- Does it integrate easily with other software?



After a thorough HR tech audit, you can identify any redundancies or inefficiencies in your current system and identify areas for improvement.

Find out if there are any gaps in your current system that need to be filled. Then, you can better understand how to streamline your HR tech stack and make your HR function more effective, efficient, and impactful.

# From Fragmented To Focused: Optimizing Your HR Tech Stack

Consolidating your HR tech stack into a unified system has tons of benefits for your HR team and your entire organization.



## Faster workflows

HR can accomplish tasks quickly and speed up processes when they're using just one system instead of many.



## Cost savings

Tech consolidation helps reduce the costs associated with maintaining multiple fragmented systems. It also reduces manual tasks, which means your HR team can use its valuable time on more rewarding work.



## Unmatched talent insights

Analyzing data across systems is nearly impossible, but with a unified tech stack, HR has the tools they need to identify trends, measure performance, and develop more effective strategies.



## Increased visibility

A unified HR tech stack creates transparency around employee data and how HR processes really work.



## Enhanced employee experience

Streamlining tech for HR means that employees also use fewer tools, leading to more seamless experiences with recruiting, onboarding, performance, and engagement activities.



## Improved data security

Sensitive employee data housed in just one place makes it less susceptible to being compromised in a breach.

## Discovery Phase: Finding the Right HR Software

Find the best solution for consolidating your HR tech stack by considering these factors during your search:

- Your business's needs, including future needs
- Your software budget
- The software's user experience
- The vendor's reputation
- Integration capabilities with your current software

# Taking Action: Consolidating Your HR Tech Stack

After you've found the right solution for consolidating your HR tech stack, follow these steps to implement the new unified platform efficiently:

- Develop an implementation plan** that outlines key steps and milestones and includes timelines, resource requirements, and any potential roadblocks.
- Get key stakeholders involved** in the implementation process, including HR leaders, IT staff, and end users, to gain buy-in and support for the new system.
- Work with your vendor or internal IT team** to configure the new HR tech stack, including setting up workflows and creating user roles.
- Test the new system thoroughly** to ensure that everything is working properly before setting it live.
- Train your end users** on how to use the new HR tech stack via online training modules, training sessions from the vendor, or one-on-one coaching.



# Reaping the Benefits: How To Maximize and Maintain Your HR Tech Stack

Here's how to make the most of your HR and recruiting technology investment:



## Utilize software automation

Automate HR processes to streamline workflows and save time so your team can use their skills on more impactful work.



## Embrace self-service

Self-service capabilities enable employees to access and manage their information and some HR functions, reducing the administrative burden on your HR team.



## Clean up your data

Accurate data is crucial for effective HR management, so audit and update data regularly.



## Leverage reporting and analytics

Use HR software to generate reports and analytics that can help you identify trends and make data-informed decisions.

## Maintain a cutting-edge HR tech stack with these tips:



## Stay up to date

Keep your HR software current by ensuring regular updates and staying informed about competitors and new providers on the market.



## Conduct regular audits

Perform routine audits of your HR tech stack to identify inefficiencies or areas for improvement.



## Build a relationship with your provider

Stay in touch with your account manager so you're the first to hear about upcoming updates and beta testing opportunities, as well as offer software enhancement and new feature suggestions.



## Ask for feedback

Continuously seek feedback from employees to ensure that your HR tech stack is meeting their needs.

# Optimize Your HR Tech Stack With a Unified, AI-Powered Platform

ClearCo unifies hiring, onboarding, performance, and development in one intelligent, connected platform. Turn scattered talent data into a clear, shared picture so you can act with confidence and build stronger teams.

[Book a demo](#)



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