8 APPLICATIONS YOU NEED IN YOUR HR TECH STACK

Namely

CONTENTS

INTRODUCTION

Today's HR departments are responsible for more than ever before. They're tasked with so much more than just managing HR, payroll, and benefits— including shaping culture, driving engagement, and fostering learning and development. It's almost impossible to find one system that can cater to everything your business needs.

Plus, there are more HR technology solutions than ever before, meaning you can find a highly specialized system that can be customized to your business so you can serve your employees and workplaces more efficiently than ever before. With that in mind, it's now more important than ever for all your HR technology solutions to seamlessly integrate so you can share data, manage initiatives, and analyze people data across all of your systems.

So what does the perfect HR technology stack look like? Every business' will be different, but there are a few steadfast systems your organization could benefit from investing in. From applicant tracking to employee travel systems, here are some examples of HR software that can help simplify your team's day-to-day:

APPLICANT TRACKING SYSTEMS

APPLICANT TRACKING SYSTEMS

When building your HR tech stack, don't forget to invest in an applicant tracking system (ATS). Your business' success depends on you finding and retaining the right people for the job, that's why you need to ensure your recruitment process is a well-oiled machine. An applicant tracking system helps streamline your recruiting team's efforts so they spend less time sifting through resumes and more time building meaningful connections with your candidates.

What is an applicant tracking system?

An ATS is a recruiting tool that helps your team sift through applications and resumes, move candidates through the pipeline, schedule interviews, and ultimately extend an offer of employment. It automates much of the process, like updating candidates as they progress through the application process, so no one falls through the cracks. Ultimately, it helps your recruiting team stay organized, handle a high volume of applicants, collect interview feedback, and stay in touch with candidates.
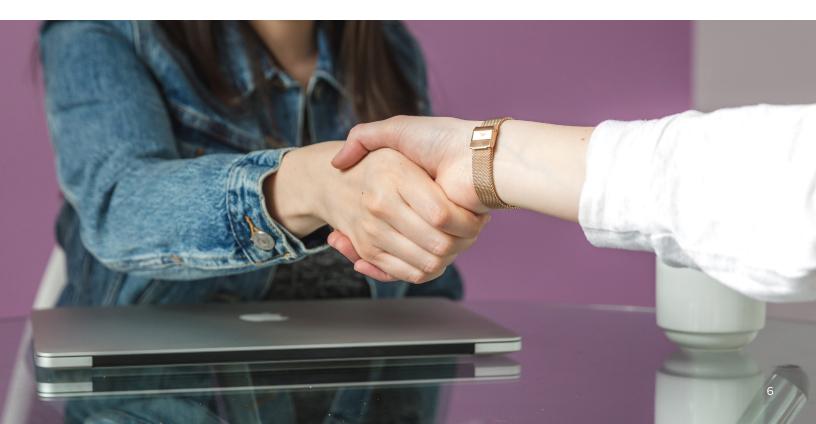
Why should it integrate with your core HR platform?

If you find an applicant that wows your team, you'll want to extend an offer and make the transition from candidate to employee as seamless as possible. Your HRIS can pull the new hire's name, email, address, title, and more straight from your ATS and automatically create an employee profile based on this information. While it sounds simple, that integration saves your team the administrative hassle of manually creating a new profile for every new hire. Plus, your new employee will have a profile waiting for them on day one, so they can spend less time filling out their personal information and more time reviewing your handbook, enrolling in benefits, filling out employment forms, and more.

APPLICANT TRACKING SYSTEMS

Here are some ATS providers we love:

greenhouse   JazzHR

LEVER   Jobvite

iCIMS

SINGLE SIGN-ON AND IDENTITY MANAGEMENT

SINGLE SIGN-ON

All of the systems in your HR tech stack store your sensitive employee information, so taking the right precautions to ensure its safety and security is paramount. That's where single sign-on (SSO) and identity management software comes in. They are your first line of defense against data breaches or cyber attacks that could let your sensitive information fall into the wrong hands.

What is single sign-on and identity management software?

With an SSO, your employees don't have to log into each individual application and website that your company uses. Once they sign on to your SSO, they will be able to access all the resources they need. An SSO is not only more convenient for your employees, but it also provides a more secure way for you to manage what systems they have access to.

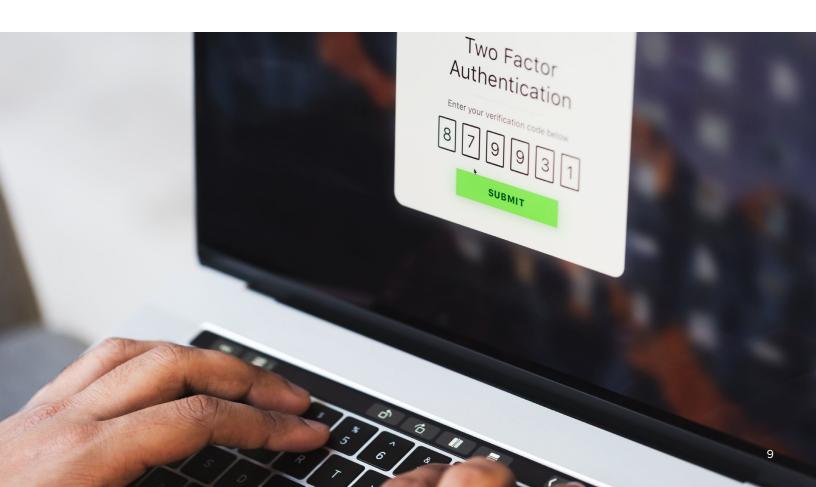**Why should it integrate with your core HR platform?**

Your core HR platform is one of the few systems that everyone in your organization uses regularly, so you want it to be easy and convenient to use. Integrating your system with a single sign-on or identity management software will make it even easier for employees to find, access, and use the system by saving them the hassle of logging in to your system every time they want to check their paystub or request PTO, for example.

More importantly, an SSO helps protect your employee data. It's a cross-functional software that lets your partner with IT to keep your employee information secure and make onboarding a breeze for new hires. After making an employee profile on your HRIS, your new hires can instantly access every application they need to do their jobs. That means a great experience for both your new employees and your team.

SINGLE SIGN-ON

Here are some SSO and identity management tools we love:

G Suite

okta

BetterCloud

onelogin

EMPLOYEE RECOGNITION AND ENGAGEMENT

EMPLOYEE RECOGNITION

It's important to show your employees just how much you appreciate everything they do for your business. Calling attention to contributions that go above and beyond expectations and employee behaviors that embody your company values helps foster a culture where employees strive to be their best at work. Strong employee recognition programs help keep your employees happy and engaged while motivating them to meet goals and surpass expectations.

What is employee recognition and engagement software?

Most employee engagement services offer your employees an opportunity to nominate or recognize a peer for a job well done and gift them points, kudos, or a small prize for their contribution. Company swag, corporate discounts, gift cards, and charitable donations are just a few ways to reward employees for their hard work.

Why should it integrate with your core HR software?

If your employee recognition and engagement software integrates with your core HR software, you won't have to manually maintain employee profiles. You can periodically sync your employee information between the two systems so new hires are added and departed employees are removed. It saves you the hassle of creating profiles for each new employee in every one of your systems and ensures employees can be properly acknowledged and rewarded for their work from day one.

EMPLOYEE RECOGNITION

Here are some employee recognition and engagement vendors we love:

LEARNING SOLUTIONS

LEARNING SOLUTIONS

Today's top talent doesn't just want a nine to five. They want a job where they can experience new things, develop new and existing skills, and grow professionally. Having a strong learning and development strategy can help keep your employees satisfied with their careers and help you retain top talent. If your company is serious about investing in your employees' skills and growth, you should strongly consider adding a learning solution to your HR technology stack.

What is a learning solution?

Learning solution software empowers your employees to keep their skills sharp. Your team can create custom training courses for your employees or select premade courses from the solution's extensive content library. Detailed reporting and analytics let you measure participation, see which users are completing their coursework, and gauge how engaged they are with the content.

Why should it integrate with your core HR software?

Choosing a system that integrates with your core HR software solution lets you easily sync employee records with your learning software so you don't have to create or delete individual employee profiles every time someone joins or leaves your company. If you require employees to watch compliance or training videos before they start working at your company, a learning system can make employee onboarding a more interesting, interactive, and rewarding experience than sitting in a room on an employee's first day.

LEARNING SOLUTIONS

Here are some learning and development solutions we love:

bridge

Lessonly

Litmos
by CallidusCloud

absorb

EMPLOYEE FEEDBACK SOFTWARE

EMPLOYEE FEEDBACK SOFTWARE

The best way to grow is through feedback. Employee surveys help your HR team easily collect candid feedback from your employees that you can use to optimize your initiatives and measure the success of your programs. Similarly, performance reviews are the perfect way for your employees to hear feedback from their peers and managers and learn how they can be an even better version of themselves at work.

What is employee feedback software?

Employee feedback and survey software is the best way to measure employee sentiment and build a culture of continuous feedback between you and your employees. Sending out periodic anonymous surveys to your employee base can help reveal how your team really feel about your leadership, benefits, job satisfaction, office snacks, and more. As an HR team, it can help you identify what areas you need to focus and improve on. It's just up to you to use that data to build a better workplace for your team!

Why should it integrate with your core HR software?

Syncing your HRIS with your employee feedback system allows your employee data to flow directly into your new system. Once imported, you can use demographic information to dive deeper into survey results and even send targeted surveys to specific individuals.

EMPLOYEE FEEDBACK SOFTWARE

Here are some employee feedback and performance review vendors we love:

EMPLOYEE HEALTH AND WELLNESS

EMPLOYEE WELLNESS

In order for your employees to do their best work, you need them to be happy, healthy, and stress-free. Ensuring your employees have a stable mind and body in the workplace starts with building a culture that embraces work-life balance and supports employees in making healthy choices. That's where employee health and wellness software can help.

What is employee health and wellness software?

Employee health and wellness applications make adopting healthier behaviors easier for your employees. Wellness savings accounts, discounted gym memberships, employer-paid fitness classes, nutritional coaching, and counseling are just a few ways these programs can incentivize your employees to prioritize their health. Some services can even assist employees with specific questions they may have about their personal health challenges. Additionally, many applications can sync with your employees' smartwatches to track and reward them for consistent exercise and other healthy behavior.

Why should it integrate with your core HR software?

Integrating your two software providers will seamlessly create employee profiles using your core HR software as a system of record. This means less administrative work for you, so you can have more time to rack up those steps around the office!

EMPLOYEE WELLNESS

Here are some employee health and wellness vendors that we love:

ThrivePass

TOUCHCARE
A healthier understanding of healthcare.

ENTERPRISE RESOURCE PLANNING

ENTERPRISE RESOURCE PLANNING

People represent both your company's greatest asset and expense—so shouldn't your HR and finance teams work closer together? Enterprise resource planning tools help tighten the link between HR, payroll, and finance—giving your two departments a better understanding of where people fit into the bigger picture of your organization.

What is enterprise resource planning (ERP)?

Enterprise resource planning software's main purpose is to decrease overall business costs by improving productivity, increasing efficiency, streamlining processes, and more. Basically, it aligns processes across business functions—most notably, HR and finance—so that everyone has access to the same performance figures and information they need. This way everyone's on the same page and your finance team can understand where and why the company is spending money on your people.

Why should it integrate with your core HR software?

You spend a lot of money on your employees. Paying them on time and accurately can be difficult enough, but keeping track of all the money that comes in and out of your company is challenging on a different level. ERPs can relieve that challenge by connecting to your payroll processor so your finance team has a full view of payroll runs, reimbursements, and benefits costs. ERPs even let you filter costs by office location, divisions, and departments pulled directly from your HR platform letting your teams have a full picture of your people costs down to the last detail.

ENTERPRISE RESOURCE PLANNING

Here is an enterprise resource planning tool we love:

ORACLE®
NETSUITE

TRAVEL MANAGEMENT

TRAVEL MANAGEMENT

Oh the places your employees will go! When it comes to booking business travel, you want a travel software that will help you keep costs down, while letting employees easily and quickly find and book travel accommodations

What is a travel management platform?

Travel management platforms allow employees and job candidates to book flights and hotels for business travel without having to personally foot the bill. They can book and expense their accommodations directly through your travel platform, so you don't have to deal with reimbursement forms or worry about employees overspending. You can even set an internal policy that requires manager approval if an employee's travel plans exceed your approved rates, ensuring your departments stay within their allotted travel budgets and giving you peace of mind.

Still, traveling can be stressful. Luckily, most travel management platforms offer 24/7 assistance should your employees or guests hit a snag during their travels, so you don't have to add "travel agent" to your resume just yet.

Why should it integrate with your core HR software?

With just a few clicks, HR administrators can allow employee data from your HRIS to flow directly into your travel system. Your company's organizational structure can even be used to inform which users have the authority to approve travel or make policy changes.

TRAVEL MANAGEMENT

Here's a travel management vendor that we love:

TripActions

CONCLUSION

CONCLUSION

When it comes to building your HR tech stack, you need a human resources information system (HRIS) that integrates with all of your software providers. Luckily, Namely is perfect for the job.

Namely's simple and intuitive platform handles all of your payroll, benefits, talent management, employee time needs, and more, all while working hand in hand with your other software solutions. In fact, Namely offers robust integrations with all of the software providers mentioned in this guide and more. You can view a full list of Namely's partner integrations here. Plus, the Namely Connect Marketplace empowers you to find and connect with our best-in-class partners recruiting, learning management, identity management, and more to build a customized and integrated HR tech stack that works for your company.

To learn more about how Namely can help your business and partner with your existing HR technology, click here to request a demo today!

Namely
HR for Humans

Namely is the first HR platform that employees actually love to use. Namely's award-winning, powerful, easy-to-use technology allows companies to handle all of their HR, payroll, time management, and benefits in one place. Coupled with dedicated account support, every Namely client gets the software and service they need to deliver great HR and a strong, engaged company culture. Namely is used by over 1,300 companies globally.