



Welcome!

# Agenda of today



The big six issues driving HR technology decisions



Your challenge



Gartner Magic Quadrant for HCM



Oracle



SAP SuccessFactors



Workday



HR Tech startups



Key Takeaways



1



# HRIS | Industry Insights



# Your challenge - alleviating the pain across the business



*"We have outgrown the manual methods that we used in the past. There's a lot of time spent ensuring consistency of processes and approvals."*



HR Analyst

*"We spend about 80% of time completing operational activities and 20% focused on strategic objectives. Would like to flip that equation."*



CHRO

*"We don't have the ability to work on the go, wherever and whenever our people need to."*



Employees

*"We're spending too much time and effort on costly upgrades that are quickly out of date."*



CFO

*"We're pulling reports together from a number of different places, we need consistent data that we can trust."*



Financial Analyst

*"Our IT spend is out of control, we have too many integrations that cost too much to build and maintain."*



CIO

*"Compensation planning on a global scale is challenging in some of the developing regions where there's a war on talent."*



Recruiting

*"Total global payroll is a guess at this point. We use canned reports in enterprise but know they're not capturing everyone so manually count people."*



Payroll

# The big six issues driving HR technology decisions

Source: PwC's HR Technology Survey (2020)



Question: What is the biggest human capital challenge your organization is facing?

58%

Finding, attracting and retaining talent

43%

Developing people to reach their full potential

42%

Improving the employee experience, primarily by automating tasks

40%

Creating collaborative environments

38%

Workforce planning

34%

Ensuring well-being, diversity and inclusivity

# The big six issues driving HR technology decisions

Source: PwC's HR Technology Survey (2020)



Question: Thinking ahead to the next 12-14 months, which of these areas are you planning to pursue regarding HR technology?

49%

Talent acquisition tools

48%

Employee experience /  
portal layers

46%

Skills mapping / Career  
pathing

45%

Intelligent recruiting  
Intelligent automation  
or process automation

37%

Business insights

36%

Tailoring learning  
journeys



# Wat is een goede parameter om te investeren in HR technologie?



- Aantal werknemers?
- Complexiteit van processen?
- Risico's?
- Bedrijfsbehoefte?
- Rapportering?
- Data management?
- Security?
- Beschikbaarheid 24/7?
- Connectivity (laptop/ mobile device)

# Gartner Magic Quadrant for Cloud HCM Suites for Midmarket



Defined leaders in MQ Cloud HCM Suites :

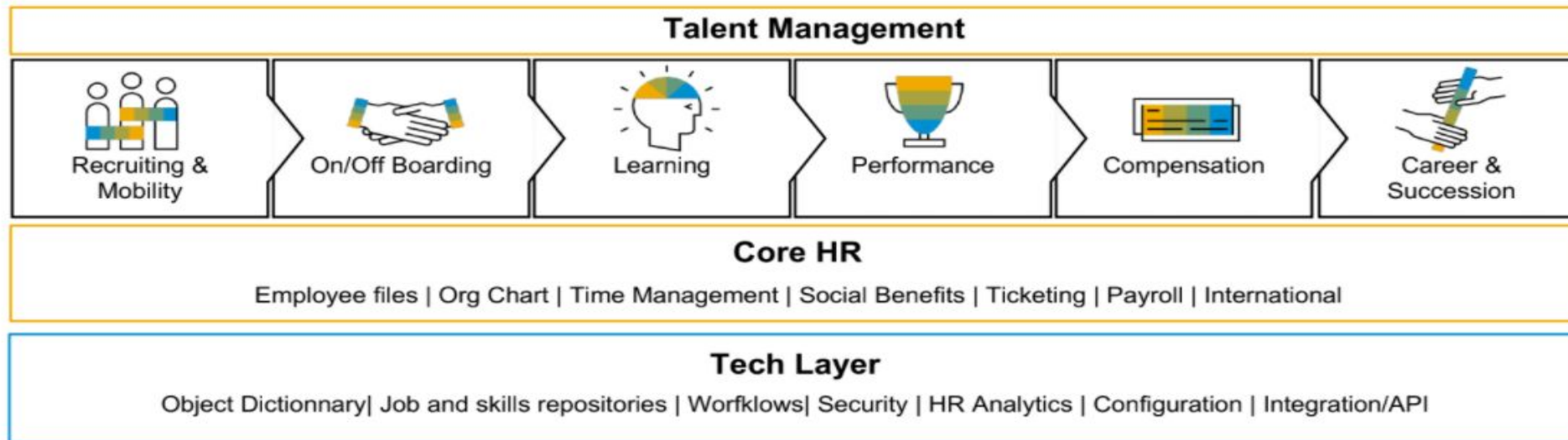
- Workday
- Oracle
- SAP SuccessFactors
- Ceridian

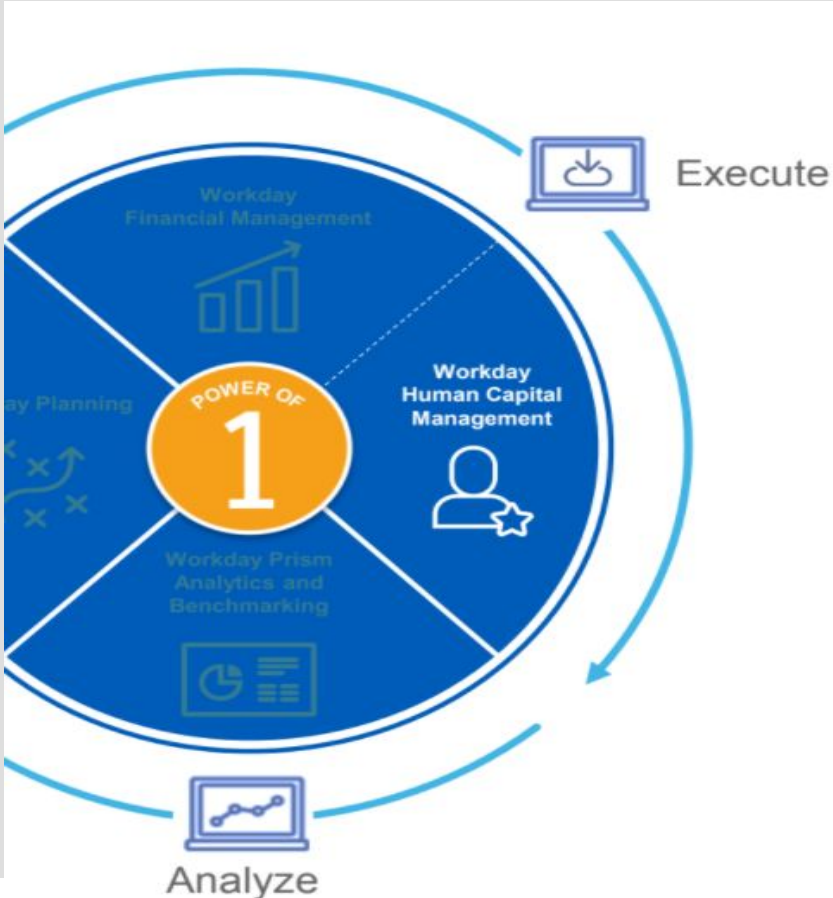






## SAP SuccessFactors, the software suite for digitizing HR processes





### Workday Human Capital Management

 Plan to Hire	Workforce Planning Recruiting Onboarding Learning	 Develop to Perform	Performance Talent Succession Learning
 Reward to Retain	Compensation Benefits Reward and Recognition Internal Recruiting	 Adapt to Succeed	Succession Planning Crossboarding
 Resource to Deliver	Workforce Scheduling Absence Management Time Tracking	 Productivity to Pay	US Payroll UK Payroll France Payroll Canada Payroll Global Payroll Cloud Settlements

# HR Tech Startups



INNDUCE.me  
People for innovation



Sharpist



# Key Takeaways



Payroll is in a payroll system, HR is in a HR system

1

Use emerging tech when needed, eg RPA

2

HR Tech alone will not be the answer but it's a lever to achieve an HR Transformation

3

Put your people at the center and invest in change management

4







## A leader in cloud, HR, talent and leadership consulting



Source: The ALM Vanguard: Talent & Leadership Consulting 2019, ALM Intelligence

**Leader in Cloud Professional Services – IDC Marketscape**

**Vanguard Leader in HR Operations Consulting – ALM**

**Vanguard Leader in Cloud Consulting – ALM**

**76% of the Global Fortune 500-We have helped with people and organization issues in the last two years**

**Deployed the 1st HCM and ERP Cloud project in the world and still going strong**

**PwC's BxT methodology cited as the leader for 'unearthing new value'" -Global Research**



# Thank you

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**Eva De Vries**

Director  
HR Technology

## Experience

Eva has 20 years of project experience in HRIT implementations: HR Core, Payroll and Talent Management. Proven track record of project governance and people management. Certified in Workday: HR Core and Project Management.

## Relevant project examples

- Engagement Director of HR transformation at one of the largest transport/ logistics company of Belgium
- Engagement Director of Digital HR transformation project at public sector
- Engagement Director of HR Process redesign & Transformation and Payroll Diagnostic at multinational chemical company.

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