

Work and Pay Your Way

Put the right HR tech strategy **for you** in place

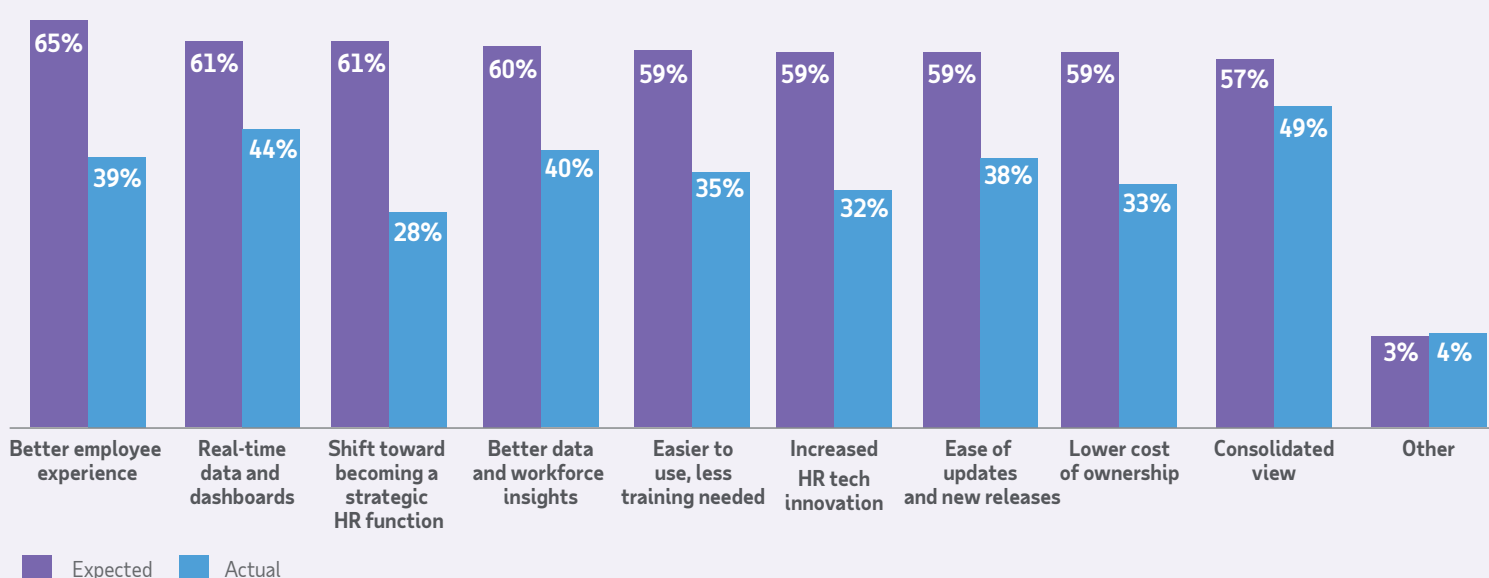
42% of organizations plan to increase spending on HR systems.¹

**But just spending more isn't the answer...
because most buyers today aren't getting what they want.**



Organizations generally expected more than they actually got from their HR cloud systems

What did you expect/actually get from moving to cloud HR system?²



There have always been two choices for HCM systems:

Best-of-breed apps

from many different vendors

- Buy what you need as you need it
- Focused on the employee experience

BUT,

- Results in HRIS "sprawl" with disconnected applications
- Can't assemble siloed data into holistic employee profiles

Monolithic system

from one vendor

- Single, one-size-fits-all integrated system
- Single point of vendor accountability

BUT,

- Slow to innovate
- Manual, customized integrations required to third party apps

There are **more than 1,400 global HR Tech vendors** in the market.³

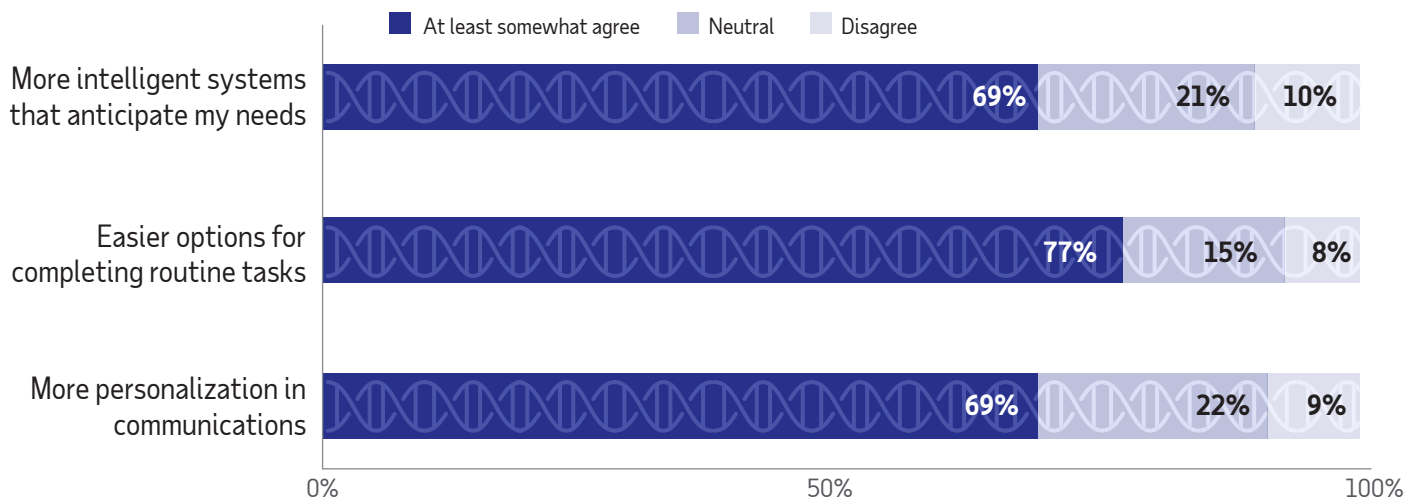
People not satisfied (62% are not satisfied or somewhat satisfied) with the tools and technology they have at work.⁴

And employees expect systems to be personalized...

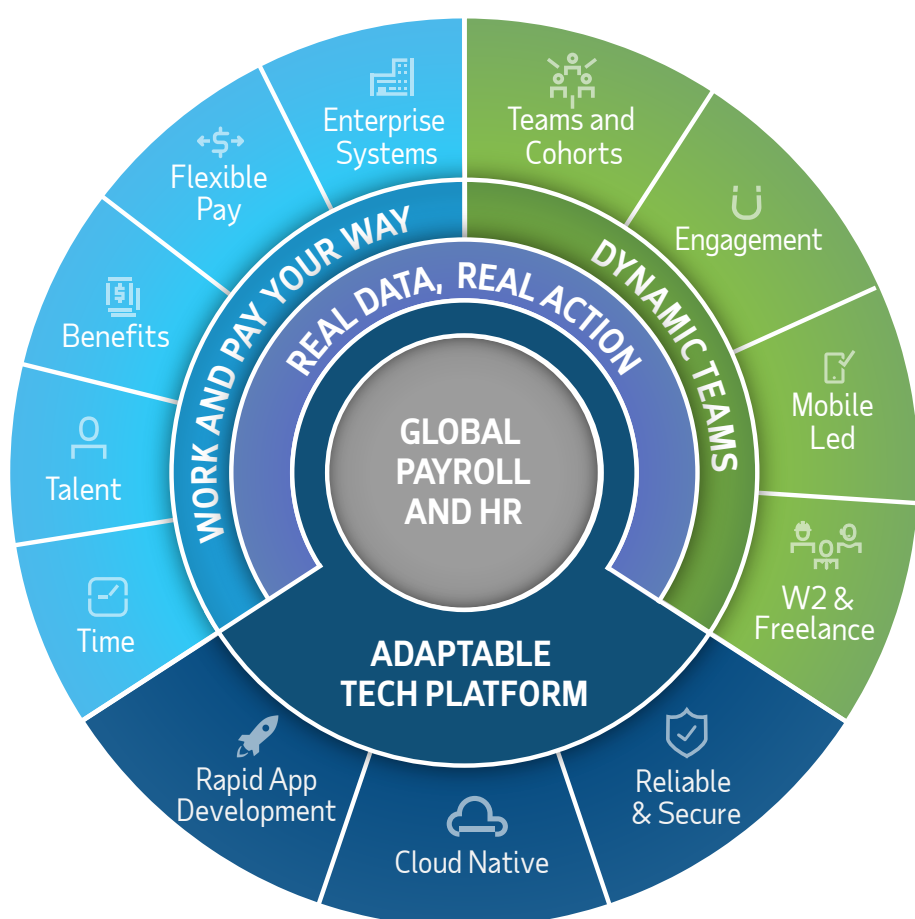


Increased expectations for personalization

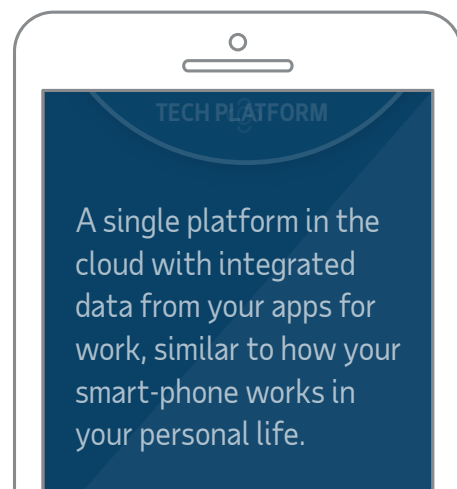
63 percent, of consumers expect personalization as a standard of service⁵



Now you can "have it **both ways**"



- Keep HR apps you **already have** and select **new apps** to meet your organization's **unique needs**.
- Pay teams and individuals **the way they want**.
- Deliver a **configurable, frictionless experience** for people and teams.
- Adopt a single **global system of record** with local configuration.
- Use **AI-generated insights** for better, faster decision making.



¹Sierra-Cedar, The Sierra-Cedar 2018–2019 HR Systems Survey White Paper, 2018

²Deloitte Human Capital Trends survey, 2019

³Josh Bersin, "A Typhoon Is About to Hit the HR Tech Market," Human Resource Executive, 2018

⁴Deloitte Human Capital Trends, 2018

⁵Conducted by Harris Poll commissioned by RedPoint Global, March 2019

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