

# The Value of Human Connection in HRIS & HRMS

One of the most pervasive challenges in any HR technology stack is simply accounting for and influencing user behavior. Layering human connections on top of your entire range of HRIS solutions helps humanize and contextualize people's interactions with your HR compliance tools. By layering human experience on top of software, people can share important instrumental, informational, and emotional supports around those platforms. These supports, in turn, help to drive adoption and understanding of your technology — increasing both the effectiveness and the ROI of every software tool in your HRIS arsenal.

## The Power of Human Connections in HRIS Effectiveness

As technology solutions proliferate, HRIS teams often struggle to help users understand and adopt disparate tools — and eliminate the frustrations that can come with application overload. Human connections can help users make sense of the many software solutions you have in play, and increase engagement with your most important tools.

Human connections — which can be sparked through the mediation of technology — can also alleviate stress on HRIS teams, as they provide users with instrumental, informational, and emotional supports. This helps users help one another engage with and optimize their tools — and keeps key stakeholders involved and coached throughout the onboarding process. This has the added benefit of increasing engagement with other important tools and platforms, and lightening the burden on already strapped IT support teams.



By 2024, companies offering front-line workers democratized access to digital collaboration, process automation, and similar tools will see a 20% increase in revenue due to improved productivity.

*IDC 2023 Future of Work Predictions*



### Human Connections Positively Impact:

- ✓ Collaboration Tools
- ✓ People Analytics
- ✓ Governance
- ✓ Tech Stack

**Here are some of the ways a flow of human connections helps to increase the effectiveness of your HRIS solutions:**

**☐☐ Encourages adoption and increases familiarity with applications**

Human connections can increase the reach of and engagement with your software solutions as users share information and tips informally. They might direct fellow users through the solutions or collaborate with them through technology in a way that increases familiarity and adoption.

**💬 Creates a culture of helping and information sharing that alleviates support needs**

Helping behavior is another outcome of human connections that can lighten the burden on HRMS/HRIS teams. Connected employees can reach out directly to

one another to ask for and offer help — either through mentoring relationships, buddy systems, cohorts, and other informal interactions. These quick interactions can often resolve simple support requests before they are escalated as help tickets.

**🔄💰 Increases the overall ROI of tools and platforms**

As users are connected to one another on a personal level — and become accustomed to using technology to collaborate — they are empowered to solve problems together, lifting the support burden on your team. Employees can share information and elevate the technology acumen of their entire cohort — helping to elevate the ROI of the tools and platforms.

## **Enboarder Amplifies The Effectiveness of Your Entire HRMS Stack**

Enboarder uses human connection and fundamentals of human behavior to amplify the value of your entire HR tech stack. Consolidate communications across your HRIS and HCM software platforms into one consistent channel with a simple, clean, engaging interface, and imbue that with the power of co-workers sharing information and driving higher adoption of technology.

Enboarder gives HRIS teams the channel they need to increase user engagement with their applications and reduce the confusion, option paralysis, and manual tasks that typically accompany information exchange. Effortless integration and automation let you flow data to and from many disparate systems for better visibility and more insight into what is happening across your organization.

**Contact us for a guided tour of the Enboarder platform, and see what better human connection can do for your organization.**

**Contact Us Now**