The digital opportunity

Technology is making dramatic changes to the world of work. It's shaping business growth, upending old ways of doing business and driving the invention of new industries, business models, products, and services.

TOP 2 technology challenges: **implementing new solutions or upgrades & containing technology costs**

87% of midmarket BDMs said **cloud solutions would help the business grow.**

81% of medium businesses said that **technology solutions** could help **improve business outcomes or run the business better.**

25% Of workers' **time is wasted** by information overload.

Technology is transforming every industry

Businesses need to change to survive – to develop new capabilities by transforming themselves into digital companies with systems of intelligence that leverage every system, device, process and asset across the organization.

Uber ·············► Founded in 2009, Uber leveraged on modern technology and has quickly become the biggest taxi service without owning a car.

The owners of Airbnb not only became billionaires, but founded the largest hospitality service without owning a single property. Thanks to technology. ◄············· **airbnb**

The Pressure on HR is Growing

Organizations expect more

Employees expect more

HR

Alignment with business strategy

High-performance culture

Actionable workforce insights

Innovative talent solutions

Engagement across geography

Continuous professional development

Flexibility and work/life balance

Alignment to business impact

HCMatrix

What's on the mind of HR professionals?

| Creating an aligned and personalized employee experience | Finding and hiring the right people for the job and company culture | Eliminating errors in payroll and internal/external compliance | Motivating, retaining and developing organizational workforce | Optimizing HR systems with insightful people analytics |

Strategy that drives high-impact corporate culture, diversity, inclusion and equality

Current challenges in HR

1 Recruiting Quality Talent

- Attracting talent is a big investment of time and money.

- The recruitment process is often tedious and can make or break an organization.

- Possessing the right tools to automate the recruitment process increases your chance of finding the perfect fit.

48% of SMBs report that there are few or no quality applicants for vacant positions

*NFIB

Managing Multiple Organizations

- HR Outsourcing firms and some HR Managers typically manage multiple organizations.

- Without the right tools, challenges such as human error, payroll deficiencies, data breaches and poor compliance may arise.

- Switching from company A to B requires sorting through numerous documentations.

50%

of HR professionals feel overwhelmed by their daily work activity

*People Management

3 Balancing Expectations

- The interest of management and that of employees often differ.

- Employees expect better salaries, safety and security, career development etc., while management expects loyalty, cooperation, profits and staff commitment.

- Keeping track of these expectations is important in finding a balance.

42% of employees say their organization make them feel valued

*APA Center for Organizational Excellence

Securing Employee Information

- Security is one of the biggest challenges when it comes to HR outsourcing.

- Protecting sensitive information is always a priority, but can be difficult to achieve.

- Promoting transparency while securing employee's information requires state-of-the-art technology.

75%

Increase in data breaches involving identity theft in the last two years

*Information Age

SNAPNET LIMITED

5 Goal and Performance Review

- Reviewing employee performance is usually one hectic procedure for HR professionals.

- Lack of a feedback and a clearly defined goal tracking system can negatively affect an employee's performance.

- Having an automated performance review system saves time and provides better insights.

85% of organizations have or will simplify performance management processes

*CEB Corporate Leadership Council

Our Value Proposition

Opportunities vs Risk

Organizations must proactively leverage on technology and data to achieve business goals and stay ahead of competitors that are continually adopting new innovation.

89% of organizations believe technology can simplify HR processes *CEB Corporate Leadership Council*

Features of HCMatrix

Succession Planning

People Analytics

Payroll & Finance

Talent Management

Core Administrative HR

Training & Development

Goal & Performance Management

Time & Attendance Management

HC Matrix

Why choose HCMatrix?

Ignore boundaries
Transform your HR practices with an affordable cloud that you can own

Application innovation

Data and intelligence

Openness and flexibility

Trust

Azure

Power BI

Benefits

A smarter way to hire the right people

Profile the right talent, gain better insight into the hiring pool, and reduce cost-to-hire

Prepare

Attract

Explore

Mine

Engage

Interview

Selection

Streamline recruiting for HR, hiring managers and candidates.

HC Matrix

Eliminate complexities in HR processes

Streamline HR processes by managing the entire employee lifecycle with ease.

Automated Payroll System

Maintain an auto-generated payment accounts for employees.

Proactively manage profiles

Set goals, track performance, leave requests and enable employees to manage their career path.

Insight-driven decisions

Transform, analyze and visualize your people data to make smarter, strategic and more informed decisions.
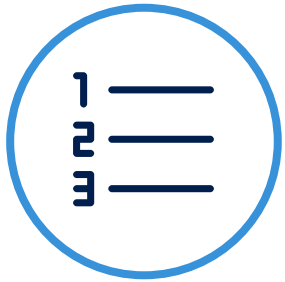
Succession planning

Identify and develop new leaders in an organization who can replace old leaders when they leave, retire or die.

HC Matrix

Performance coaching

Drive employee success with better visibility into real-time performance and feedback
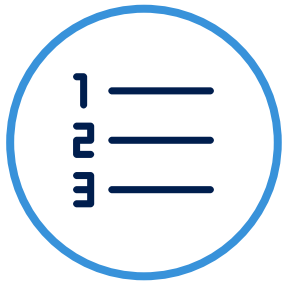
Set Goals   Perform   Track   Measure

Achieve desired competence

Inspire employees to excellence by providing various training opportunities.

Review	Create	Advertise	Manage

Review employee performance and gain better insights into strengths and weaknesses.

Recommend suitable training to build competence and increase productivity

Publish available trainings with ease for both new and existing employees

Manage employees training and track progress with an easy-to-use interface

HC Matrix

High-end innovative technology

Leveraging on state-of-the-art technology to create a more data-driven, highly secure, and intelligent digital organization.
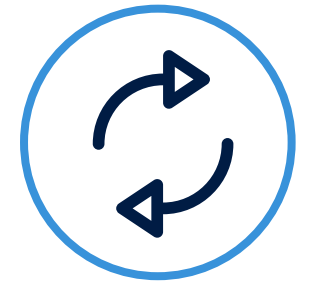
Easy
Usability

Data
Security

Cloud
Delivery

Seamless
Integration

HC Matrix

Let's define your path to success

Next Steps

➡ Understand your business requirements

➡ Choose an implementation model

➡ Make suitable customizations

➡ Implement the solution and stay on top of your HR processes