

# HCM Health Check Guide

“A Health Check Guide outlines factors to consider to thoroughly review your human capital management (HCM) processes and system setup. It highlights how to utilize the system and make recommendations for improvements needed based on your companies’ business requirements.”



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# HCM Health Check Guide

When was your company's last human capital management (HCM) information system's health check?





You can't remember or, you never commissioned one?

Well, how about you begin to think about having one done today?

# What is an HCM Health Check?

Before revealing all the reasons for doing an HCM information system's health check, let's start by explaining what it is.



- It is a checkup
- It tells companies whether the HR infrastructure is at risk for developing problems related to people management, technology, strategy, data, employee experience, and other processes.



## Quick Fact

If you rely on excel spreadsheets to perform calculations and visually represent data and access to store and manage data, then it is time you consider evaluating your current human resource information system.

# Your Company's Current State

Consider Whether Your Company is Achieving its Objectives Under the Current System



## Quick Fact

When systems are unconnected, with data stored in different applications and databases, it is challenging to measure results consistently.

Companies that operate disparate systems frequently don't know whether their efforts successfully advance their objectives.

Companies often end up with waste and inefficient use of their most valuable resource, i.e., their human capital, when they operate with disparate and unconnected systems. Therefore, the goal of companies should be to have a robust and integrative system that meets the daily needs of HCM.

## Top Tip

Companies should aim for an end-to-end HCM system like Oracle Fusion HCM Cloud that fully integrates HR- including Recruiting, Core HR, Talent Management, Workforce Management, Payroll, and HCM Analytics.

# Evaluations Undertaken During a Health Check

What necessary evaluation should you do in an HCM Health Check?

You should evaluate the systems that are critical to the function of HR.

Ideally, the success of HR depends on the integration of **four major systems** that perform different functions, yet when they are properly integrated work towards achieving companies' mission and vision.



# System #1 → Strategic HRIS

It supports workforce planning by enabling company executives to make decisions on the strategy to pursue to achieve business goals.

For example, should the company launch a new product or service, or, should they enter a particular market?



At the same time, they need to know and understand the skill set of their employees and determine the competencies necessary to achieve their organizational goals.

## Top Tip

Oracle Strategic Workforce Planning, which is part of the Oracle Human Resource module will facilitate “what-if” modeling to enable decision-makers to understand the impact of HR decisions across different verticals before taking any action.



# System #2



# Tactical HRIS

Provides managers with support for the decisions they need to make related to the allocation of resources. These decisions include recruiting, training and development, compensation and benefits.



The health check will seek to assess the extent to which a core HR system exists that facilitates end-to-end HR with respect to:

- Hiring
- Onboarding
- Managing and engaging workers in accordance with legal and company practices.



## Quick Fact

Part of the health check is to determine the extent to which the current system is able to generate on-demand information to give employees secure, self-service, mobile-responsive options to manage personal data, PTO, payslips, and more.

# System #3 → Operational HRIS



Operational HRIS provides managers with data to support routine repetitive HR decisions. Many HR practitioners question the ability of their current HRIS to meet their needs and that of the rest of the HR team.

In addition, they wonder about the security of the data in the HRIS, as well as the integrity of the data that flows from other systems into HR.

DID YOU KNOW?

## Quick Fact

The health check would identify security vulnerabilities and highlight the breakdown of HR process controls.

# System #4 → Comprehensive HRIS

## What is it?

- A comprehensive HRIS is an integrated database of HR files constructed in a coordinated way to facilitate the generation of information and reports.
- Not only should the system generate reports, but it should create accurate reports so executives can make better decisions with the information they have available.
- Based on the large quantity of data generated about employees, one focus of the health check would be to examine the storage, security, and accessibility of data.



### Top Tip

- Data should be stored centrally so that HR and those with the appropriate access can have access to valuable reports and analytics.
- A robust health check will seek to determine the extent to which the function of HR is able to operate seamlessly across the various domains having access to critical data to perform at the highest level of efficiency.

So now that you know a bit more about HCM Health Checks, don't you think it's time to schedule yours today?

# CONNECT WITH US!

Contact Us Today to do Your HCM Health Check

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