TECHNOLOGYSolution or a Product?

According to the People Matters HR Technology Study 2015, which has a sample size of 155 leaders across the C-suite, on an average 91 per cent of companies have some kind of HR technology in place. However, the adoption has been completely successful only in 19 per cent of those companies

How successful has tech adoption been?



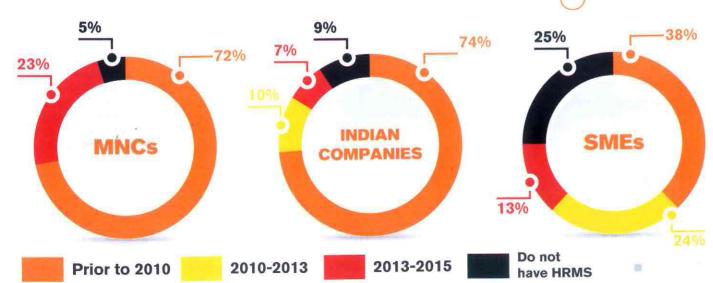
So, why are organizations unable to report success in tech adoption strategy?

31% of the companies do not measure Rol of technology. Without Rol metrics, success cannot be determined

LANDSCAPE of HR Technology in India

Infographic designed by Himanshu Sukhwani

Year of implementation & penetration of HRMS **Technology by company type**



Top HR areas with technology in place











Top areas where technology investment is increasing



63%

Hiring



Learning & Development



Onboarding



33%

Communication & Collaboration



25%

Succession Planning

Who influences decision making and who has the final say for HR technology buying?

Influencers

CHROs - 67%

CIOs - 49%

CFOs - 55%

Business Managers - 42%

Final Say

CHROs - 45% CFOs - 25% CIOs - 6% **CEOs - 31%**

Envisioning the Future

In the next 6 to 12 months, Indian companies are directing investments towards the following areas

50%	Mobility - taking majority of HR processes for employees to mobile
48%	Digitizing information on skills, competencies & projects undertaken
43%	Employee collaboration & team work
40%	Internal job postings & referrals
41%	Recruitment process – job postings and candidate workflow
43%	Communication to employees - Corporate, HR, managers and individuals
40%	HR Reporting & MIS