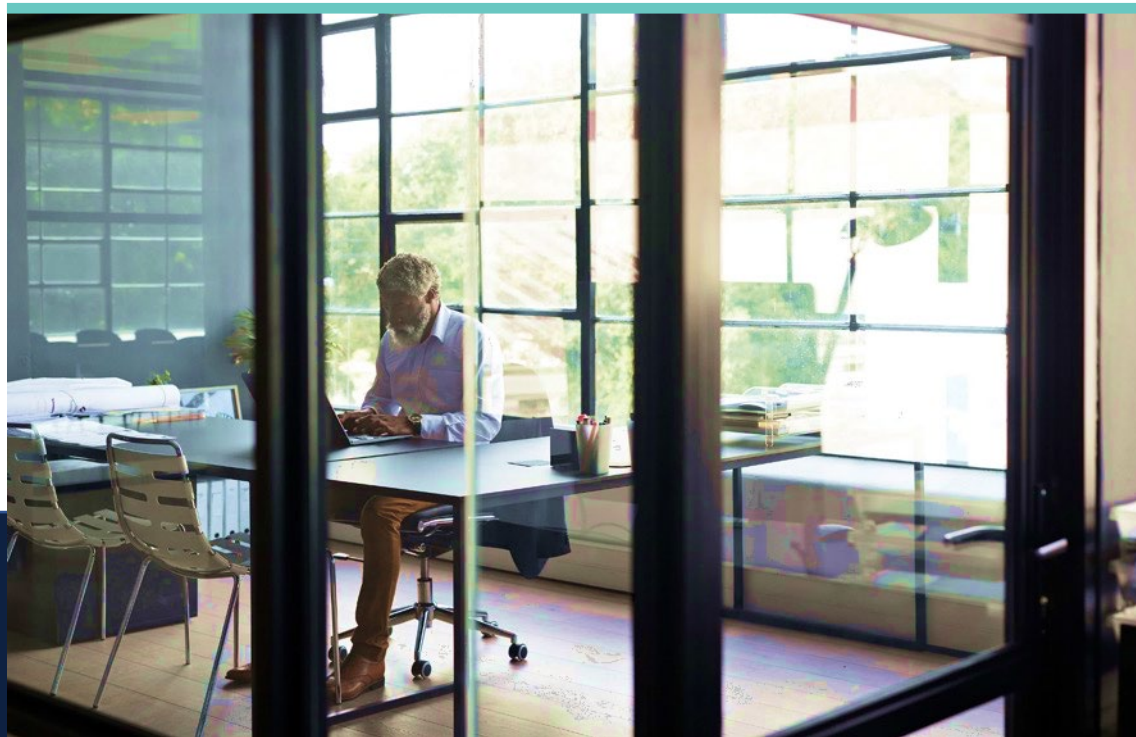


APPROACHES TO HR SOLUTIONS

SUMMARY RESULTS



FEBRUARY 2023

WHO DID WE SURVEY?



Between October 2022 and January 2023, Gatepoint Research invited selected executives to participate in a survey themed *Approaches to HR Solutions*.

Candidates from several industries were invited via email and 100 executives have participated to date.

Management levels represented are all senior decision-makers: 32% hold the title CxO or are VPs, 42% are directors and 26% are senior or department managers.

100% of responders participated voluntarily; none were engaged using telemarketing.

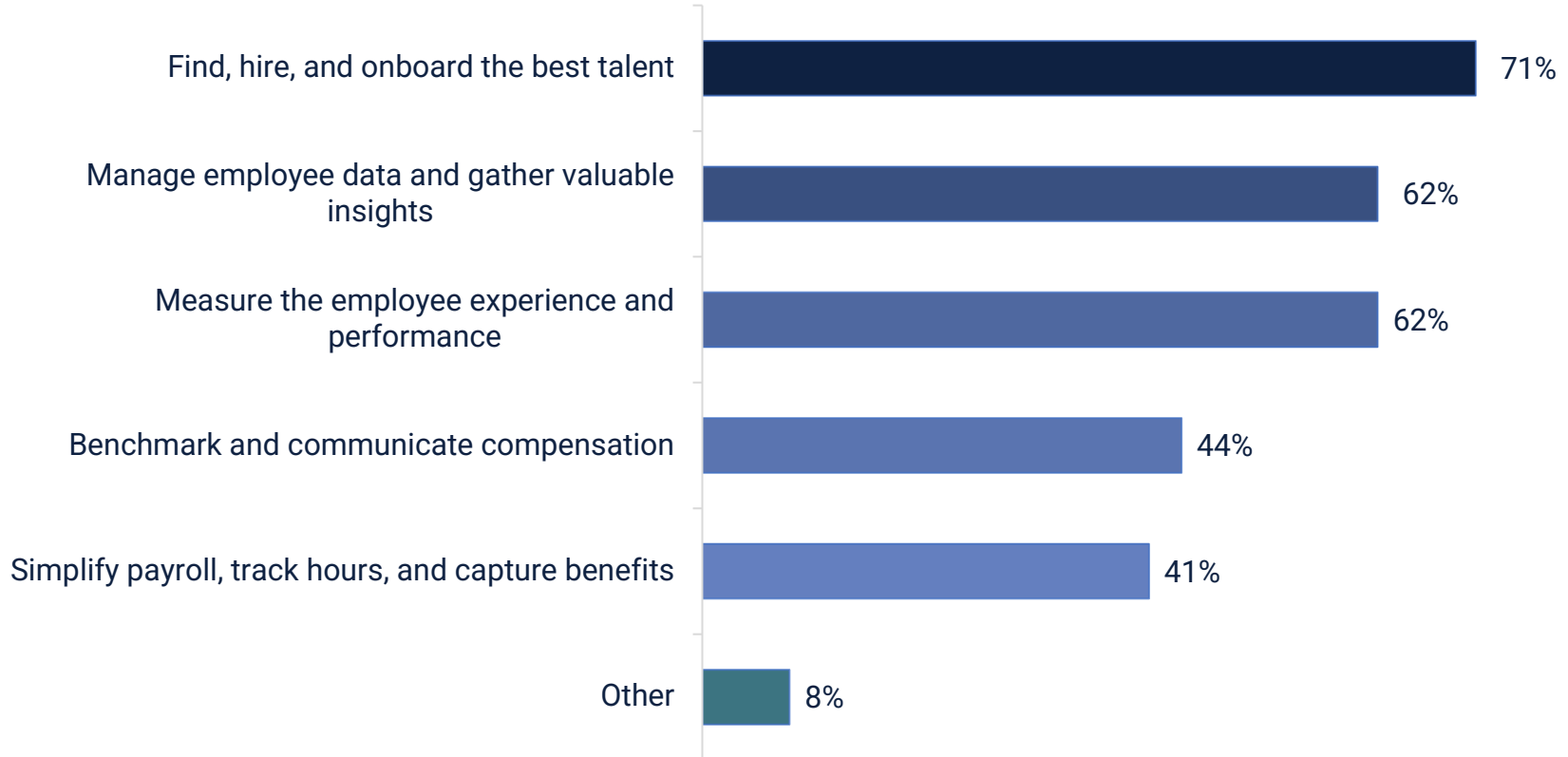
EXECUTIVE SUMMARY

Most companies use an internal HR software, yet over a third report they are unhappy with their solution, citing low employee engagement and too much manual processing. Respondents want to make improvements to rates of employee engagement and provide a better employee experience, and they are willing to put their investments into software that addresses this issue. An HR software solution with great customer service would be the icing on the cake for many respondents.

This survey asks respondents to report:

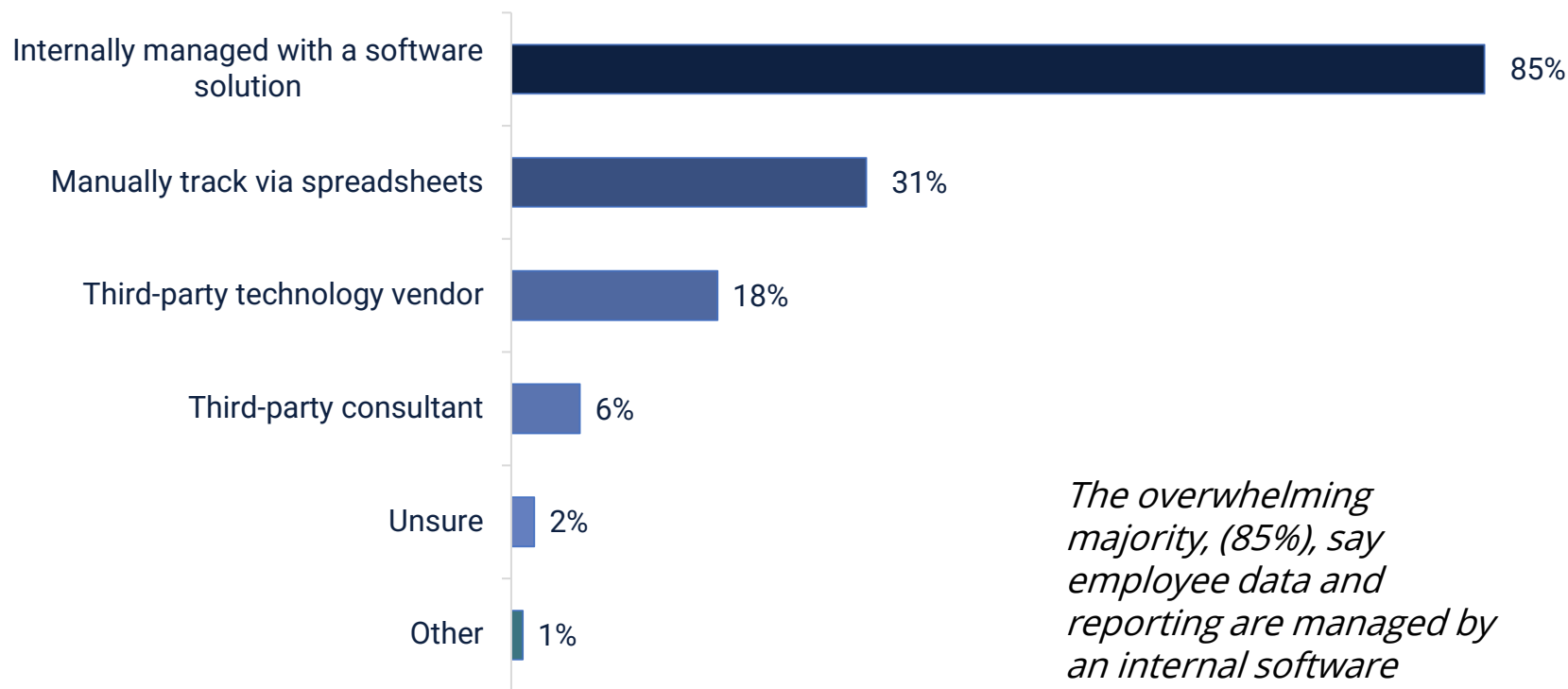
- What are your current HR priorities?
- How do you currently handle your employee data and reporting for HR?
- What area of your HR management solution do you need improve?
- Over the next twelve months, will your organization be investing in or replacing technology to support any of the following areas?

What are your current HR priorities?



Respondents are prioritizing talent acquisition (71%), managing and evaluating employee data for insights (62%), learning about employees' experiences and performance (62%).

How do you currently handle your employee data and reporting for HR?

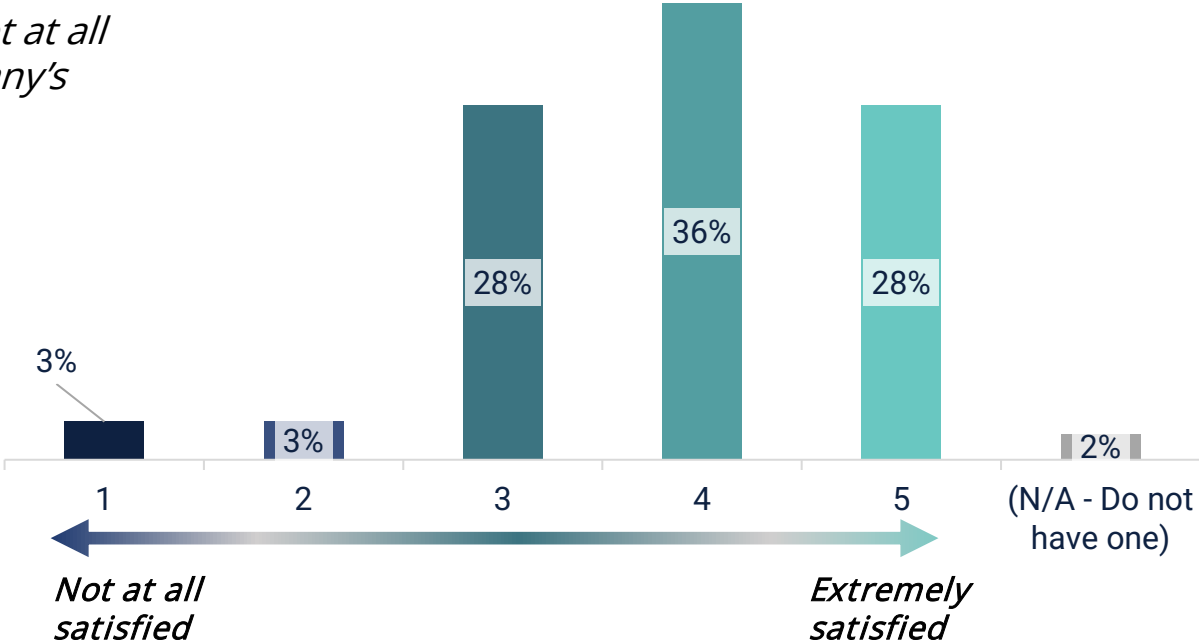


The overwhelming majority, (85%), say employee data and reporting are managed by an internal software solution.

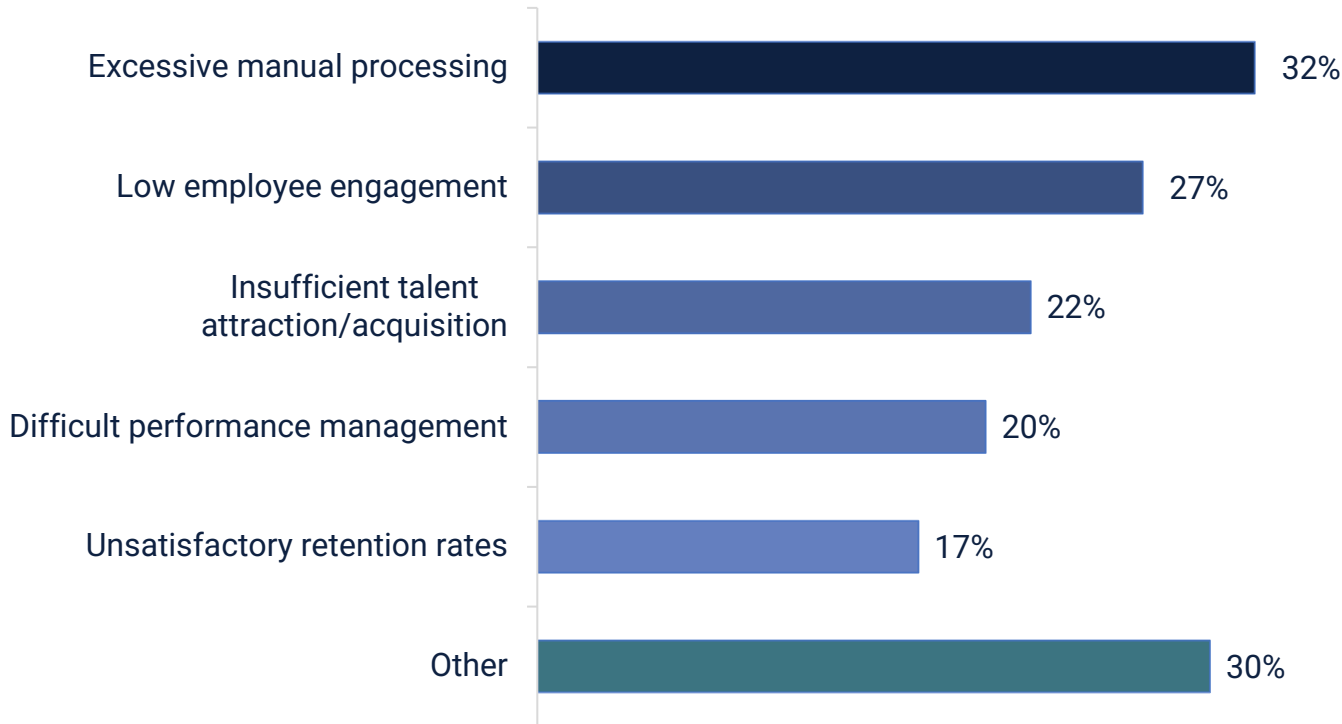
How satisfied are you with your current HR software solution?

(Rate 1 to 5: 1 = Not at all satisfied, 5 = Extremely satisfied)

34% are moderately to not at all satisfied with their company's existing HR software.



What are your challenges with your current HR system?



Respondents report challenges with all of these, particularly extensive manual processing (32%) and low engagement from employees (27%). The “other” category reveals challenges related to reporting and difficulties with customer service.

Summary Results | February 2023

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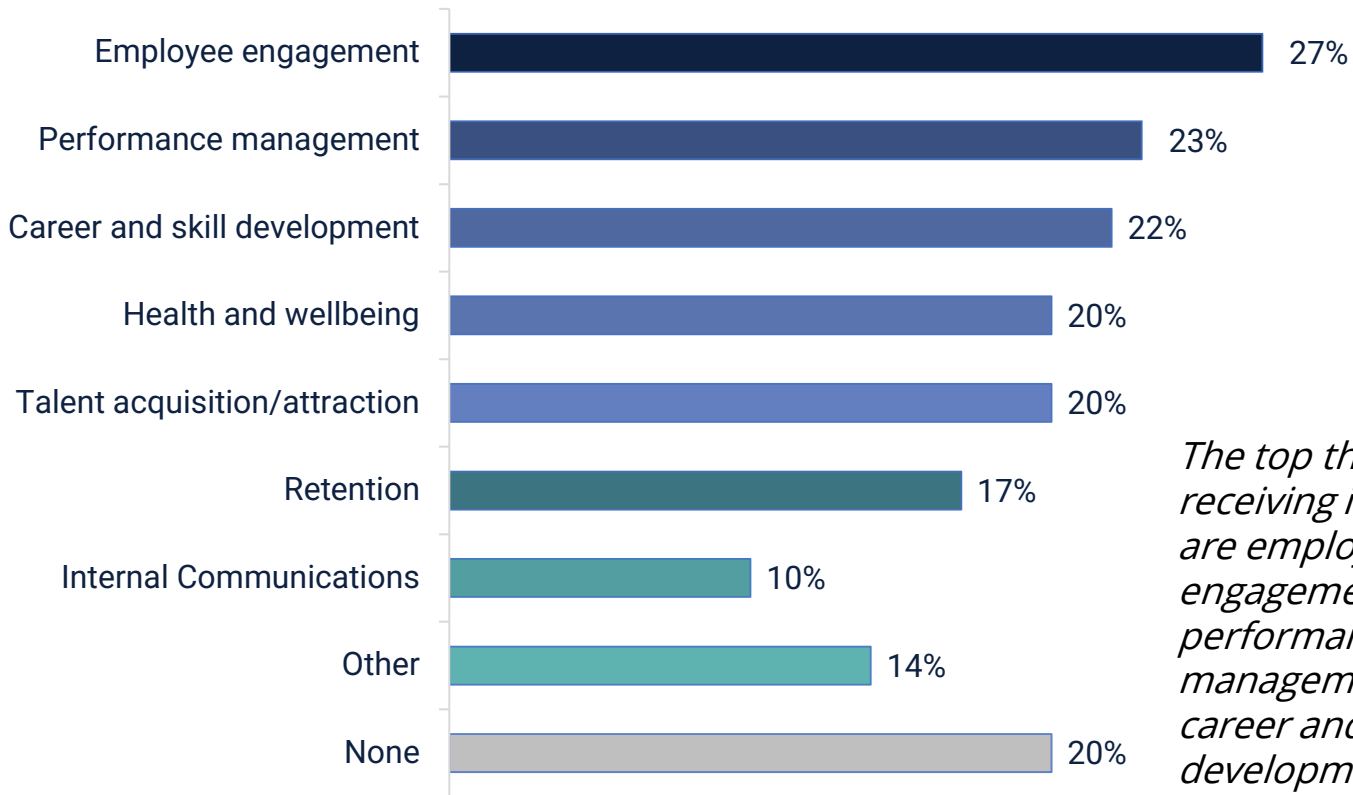
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What area of your HR management solution do you need improve?



While all of these are areas in which respondents are looking for some level of improvement, employee experience tops the chart at 43%, followed by reporting (34%) and automation/workflow (31%).

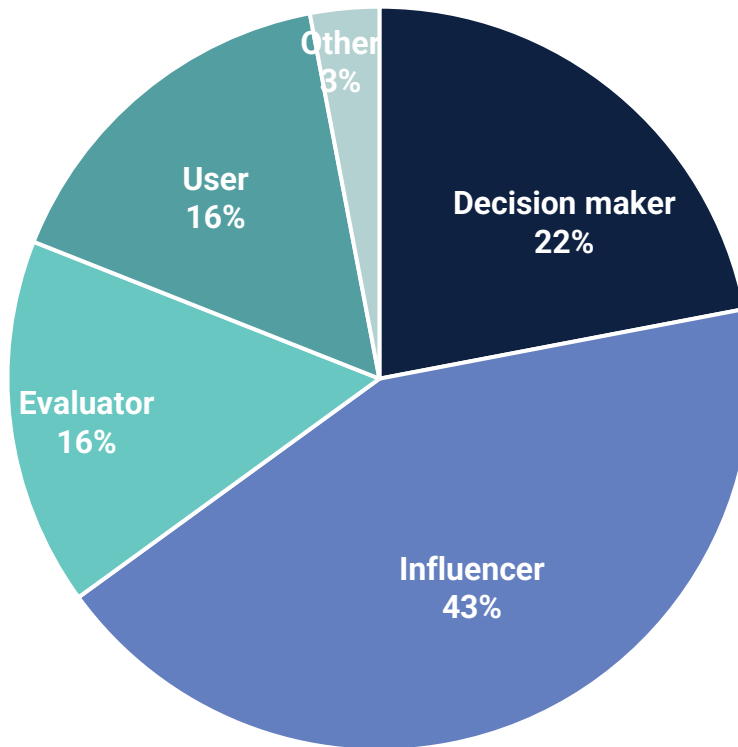
Over the next twelve months, will your organization be investing in or replacing technology to support any of the following areas?



The top three areas receiving investments are employee engagement (27%), performance management (23%), and career and skill development (22%).

Which best describes your role when considering a new HR software solution?

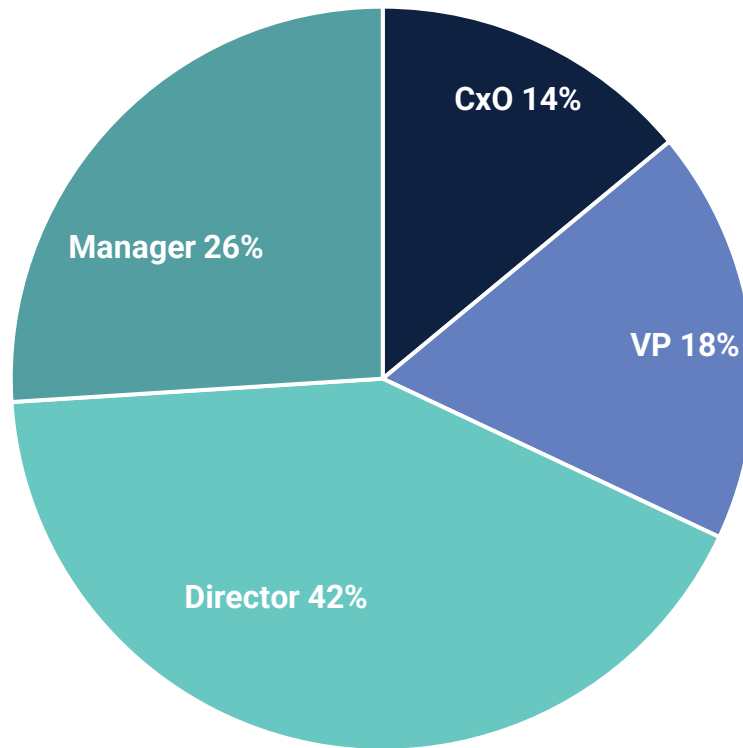
65% of respondents are either the decision maker at their company or are in a position of influence when considering HR software solutions.



JOB LEVEL



74% of respondents to this survey hold executive or director-level positions in their organization.



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About the Company

BambooHR is a connected platform of people-centered solutions to help you hire, onboard, pay, and develop culture. With BambooHR, you can be freed up to focus on other important initiatives.

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