How HR software can help your business thrive in 2024

New year, new targets. We know how important starting the year off well is for a small business. It’s a time to consider goals and plans for growth. It can be a great time of year to think about what software you could be using to help make your life easier. We know how useful HR software can be to a small business, so we’ve broken down just some of the ways it can help your business thrive this year.

**Save time**

Time. There is never enough of it. Managing HR tasks can be a complex, time consuming and often confusing web of interrelated admin tasks that can easily tie you in knots if you don’t stay on top of it. Every time someone takes a sick day or does overtime it impacts holiday entitlement. Every pay rise, every change of working hours impacts their benefits and tax deductions. Any time something changes in your HR data, it sets off a cascade of updates that must be made. It can be exhausting.

Decent HR software will update and calculate all this in the back end so your records always align. Automation is how HR software gifts you your time back from the maze of regulations and responsibility that is HR management.

**Self-serve employees**

HR software means that your employees will have their own access to the system. Self-service can start as early as the onboarding process, where important documents, essential policies, and personal information like bank details and next of kin all live on the HR system. The individual logs in and takes care of these tasks themselves. By creating their profile and giving them access, perhaps as soon as they accept the offer (even before they start), you set the tone for their employment – “This is yours to manage.”

From then on, if they want to book holiday or check leave allowance, see their payslips, their most recent performance review, or update their bank details, they know where to go, and it’s not to you. You’ve got a business to run.

If you’re yet to take the dive into the world of HR software, this will be music to your ears. Self-service is the idea that your people are empowered to take responsibility for elements of their own HR admin. And unless you want everyone poking around in your sensitive HR spreadsheet (not a good idea), it’s only possible with HR software.

**Accuracy**

If you run HR without a specialist tool, you’re going to make mistakes. It’s inevitable. The serious consequences of inaccuracy come in the form of compliance breaches. Say, for instance, an employee joined straight from college. Minimum wage rules didn’t apply until their 22nd birthday. But that was a while ago. So how old are they now? Hmmmm, I’ll have to check the spreadsheet.

Before their birthday, HR software would notify you that you’re risking a breach on their pay conditions. Your spreadsheet doesn’t do that. Compliance reminders can also save you from missing important deadlines, like health and safety inspections or document expiry, and save you a ton of headaches.

Then there are small mistakes that you waste time putting right. They damage trust between you and employees – who rely on you to pay the rent. Holiday mix-ups or delayed wages will erode goodwill faster than they can say, “here’s my resignation letter”. Hiring good people takes time and money, so hanging on to them when you find them should always be a priority.

**Connection**

Did you know that HR software can help you build a stronger connection with your team? Finding out how your people are feeling about work is easy when you can simply set up a periodic staff survey. Plus, with SafeHR’s survey tool, all that feedback is collated into an easy-to-read graph, so you can spot any downward trends and fix the issues before they become a real problem.

A great way to motivate your people is by using Employee of the Month tools in your HR software. The whole team can get involved in the process by nominating someone, and when the results are out everyone can celebrate. In a small business, this can cultivate a close-knit culture and hardworking mentality for your people.

These are just some of the ways that HR software can help your business this year. If you’re thinking that it could be the solution for you, then please get in touch with us and we can help you start your HR software journey!