Why You Need To Invest In a **Cloud-Based HRMS**

Whitepaper

The human resource department is undoubtedly a vital element of any organization. With many responsibilities on their shoulders, it is often overwhelming for an HR team to manage multiple processes, especially when they're part of a large team or organization.

A cloud-based HRMS is not only useful but is an essential tool you and your HR department need. A good HRMS takes care of diverse HR functionalities as well as payroll, performance management, attendance, and more.


Many organizations are still continuing the outdated practice of processing things like payroll manually, which takes a considerable toll on the HR department, consumes more effort, time, money, and is prone to human error. These are just some of the reasons why organizations are selecting automated HR tools over ancient paper-based processes. Cloud-based HR tools eliminate human error and streamline your HR, all while improving the overall level of efficiency.

What is a Cloud-Based HR Software?

A cloud-based HRMS (human resource management system) offers better, quicker, and easier HR management by allowing organizations to store employee data on a single, easily accessible, secured online location. The data can be accessed instantly, anytime, anywhere, from any device with internet connection.

Cloud-based human resource management system offers specific HR functionality, such as **payroll systems and recruitment systems,** and can handle **all aspects of HR.** These systems allow you to manage everything from payroll to training all in one place to help you **save time and energy.**
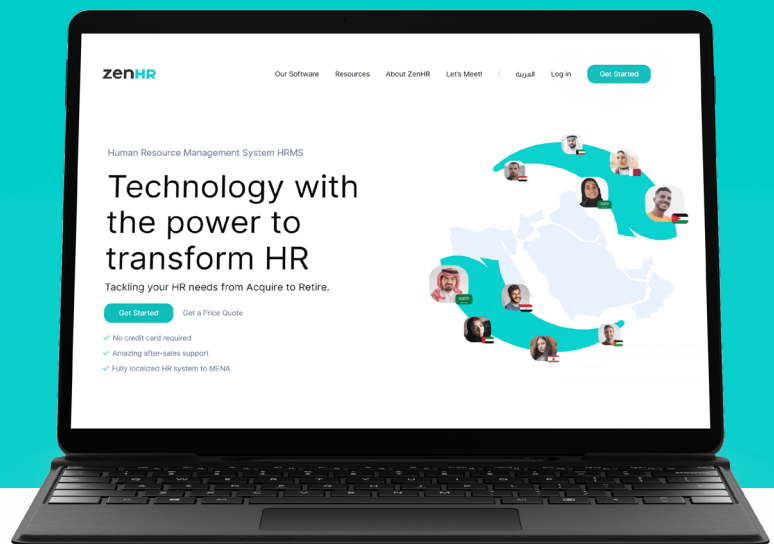
Modern HR demands are growing rapidly as workforces and external factors, such as legal requirements, are constantly changing. Today, many businesses are prioritizing HR to drive significant cost savings and success. As the single biggest driving force of the entire organization, employees need to be carefully and efficiently managed to get the best possible results; and that's where comprehensive cloud-based HR systems come in.

The Difference Between Cloud HR System and On-Premise

A cloud-based HRMS works on cloud computing and offers flexibility and efficiency. You not only save time and money with cloud HRMS but also improve the agility and scalability of your organization. On the other hand, on-premise software is installed on an organization's servers and behind its firewall. When installing on-premises software, you're forced to use your own organization's infrastructure since the system requires physical installation at your location. This installation and setup can take a substantial amount of time and can interfere with your daily business operations. Your organization will also be responsible for maintaining it.

On the other hand, cloud-based HR software is easy to install and use because it's hosted over the Internet. The complete installation will be taken care of by the software provider, and all support and customer care will be provided by the vendor as well. On-premise HRMS used to be the only option for a long time, but now cloud-based HRMS are the only logical way to go to transform your organization.

Why Invest in a Cloud-Based HRMS?

Cloud-based HRMS are growing in popularity; HR leaders report substantial business benefits from these systems. Organizations with a cloud solution are more likely to report gains in productivity, improved employee experience, and better workforce insights compared to those using on-premise solutions. Besides that, below are some more reasons to invest in a cloud-based HR system.

1. Convenience & Accessibility

Since cloud HR software stores all the data on cloud servers, you get unmatched flexibility and mobility at your fingertips. It gives you easy and instant access to critical HR data anywhere, anytime, and on any device. This renders amazing flexibility to HR managers and personnel while on the go.

On the other hand, with the employee self-service portal, which is one of the core modules of a cloud-based HR software, employees can access it at any time. Not only does it allow them to log in and register their attendance from anywhere, but it also helps them apply for leaves, check holidays and update their information instantly. When it comes to updating personal details such as contact details, address, educational qualifications, and more, everything can be done within a few swipes at their convenience. It eliminates the need for disturbing the HR department and saving your HR team from unnecessary hassle, effort, and time.

2. Streamlining Payroll

One of the biggest advantages of a cloud-based HR solution is that it automates and simplifies the core aspects of your payroll processing. Manually processing payroll can lead to errors which often results in irritated and unhappy employees.

Not only that but managing payroll in a big company that has multiple offices is an even greater hassle. Investing in cloud HR software can be of great use since it automates the entire attendance management process relieving your HR department greatly. So no need to maintain endless spreadsheets and files for managing attendance of employees since the software does it all for you. The software automates your entire payroll and tax and any other calculations, saving you time from the hassles of laborious and manual calculations. Most importantly, you can finally say goodbye to those annoying payroll redundancies and inaccuracies; error-free and seamless payroll processing is here to give your organization's efficiency a boost.

Automation **reduces payroll processing costs** by as much as

80%

3. Data Security

Storing employee data and documents in multiple different places, such as random files on your computer, paper files, or emails, is prone to various risks. With no on-premise servers or installations, all your crucial data is backed up on cloud servers.

A cloud-based human resources management system will enable you to store data, information, and documents securely in a centralized location with specific permissions for these documents and data that also have reminder notifications for expiration dates. You have complete control over user accessibilities, and modern security features will help to keep unwanted visitors away from private information. In the case of any circumstances, all your data is safe and available at the click of a button for quick recovery.

60% Increase in **security and compliance**

53% of businesses would use **cloud-based HR systems to increase document security**

4. Cost-Effective

Since there is no need to purchase expensive hardware or other equipment, cloud HR software is affordable and budget-friendly. As a result, start-ups and SMEs can also enjoy the benefits of cloud-based HRMS solutions without denting their budgets.

With this solution, you don't have to invest in additional maintenance and IT expenditures, as all these are taken care of by the service provider. Not only is the software affordable, but it can also save you money. Errors in processes, like payroll, can become very expensive and carry significant fines. So an automated HR cloud-based software can definitely save money in the long run. It's no secret that the return on investment is far better from the amount of time saved, errors reduced, and employees acquired.

35% **Reduce in costs** with a cloud-based HRMS

5. Effortless Scalability

Cloud HR software is fully scalable and customizable, so it can quickly adopt organizational changes. When it comes to scaling, new applications can be added easily, storage capacity can be increased or decreased, new forms and workflow automation processes can be set up in the blink of an eye, and that's just the beginning.

Additionally, with a SaaS-based, pay-as-you-go subscription model, you can choose what fits your budget and needs. It's as simple as selecting an affordable plan that suits the size and needs of your organization. Scaling up and keeping up with the growing pace of your business has become easier than ever with the help of a cloud-based HRMS.

What to Look For In a Cloud-Based HRMS

Investing in a cloud-based HRMS is the best all-in-one solution for streamlining HR processes within your organization, as mentioned above. The right solution will not only address all your pain points, but it will also increase productivity and engagement, minimize expenses, and so much more. But how do you choose the right HRMS? To find the best software that suits you, here are some things to look for when searching for a cloud-based HRMS:

Payroll Calculations
A cloud-based solution that manages and automates salary calculations and deductions, salary history, social security, and tax in your country.

Attendance and Time Tracking
Automated attendance tracking to deliver precise, real-time attendance reports quickly and accurately and help manage attendance shortages and overtime.

Onboarding and Offboarding
A customizable onboarding process that allows HR to assign tasks, monitor assets, and manage employee onboarding and offboarding processes easily.

Employee Performance and Evaluation
An automated performance and evaluations system to assess employee performance and allows users to define, track, and manage goals and objectives.

Employee Self-Service (ESS)
An employee self-service that gives employees the flexibility to perform a number of HR and administrative tasks on their own and gives employees more-direct control and access to their own data.

Mobile Application
A user-friendly employee self-service mobile app that offers users direct access to HR-related tasks and information while staying connected anywhere.

Applicant Tracking System (ATS)
An applicant tracking system that provides a platform to manage and track hiring processes helps you find and attract suitable candidates and keeps your hiring cycle innovative and efficient.

Localization
A cloud-based HRMS that offers flexible and localized features that comply with local labor laws and regulations, including social security and tax laws.

System Scalability and Customization
A system that is scalable and customizable allowing you to select features that fit your needs, make changes as you grow, and suit your budget.

Integrations
Seamlessly integrate with other third-party tools such as applicant tracking systems (ATS), pre-employment testing platforms, time tracking machines, and/or others to manage your HR processes and tasks through one platform.

Customer Support Services
A cloud-based HRMS with dedicated customer support that will ensure a successful and efficient implementation and help you get any issues resolved.

zenHR

Technology with the power to transform HR

sales@zenhr.com

KSA +966 55 790 7402

UAE +971 58 816 7685

JOR +962 6 577 7500

Request a Live Demo

zenhr.com