



HR Technology's Next Frontier

Online Rewards and Recognition

Introduction

The HR industry has undergone a significant transformation over the last few years, largely due to the proliferation of Software as a Service (SaaS) in HRIS and talent management. As a result, HR professionals have been able to reduce administrative duties to focus on more strategic people-based initiatives.

The implementation of employee rewards systems has plagued HR professionals for years, requiring heavy administration, but SaaS technology has taken the pain out of the process. Not only is SaaS quickly becoming the default system for rewards and recognition, but is the future of human resources management technology as a whole. Forrester Research Inc. forecasts that SaaS will soon account for 25% of the total global software market, heavily used in human resources management (HRM). By 2013, Forrester projects total software spending to be \$476 billion with 17% of revenue in SaaS. Between 50 and 90% of compensation management, including rewards and recognition, are currently on SaaS platforms. Are you taking advantage of these benefits?

As the improving economy increases competition for talent and employee retention, it is critical that companies address workforce challenges including:

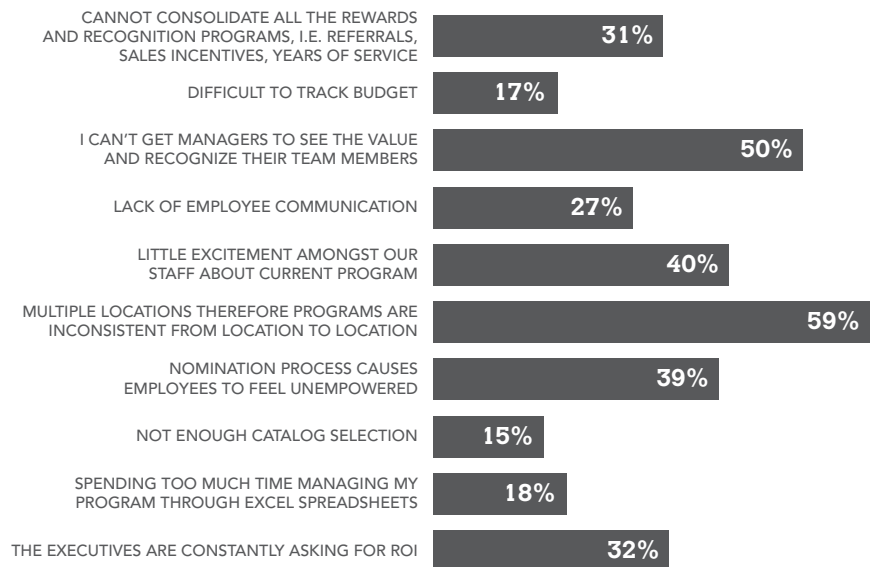
- Decreased productivity
- War-for-talent
- Employee Engagement
- Multi-generational workforce
- Acculturation

Rewards and recognition is an effective solution that transcends generational differences, driving productivity and engagement by aligning employees to core values and celebrating their contributions.

For over 100 years, rewards and recognition programs have been dominated by timely excel spreadsheets and undesirable service items. As these old systems prove to be increasingly less effective,

employers are looking for today's most effective motivators. Some of these include being engaged through meaningful work and being empowered to make self directed choices. Through non-financial recognition and mutual trust throughout all organizational levels, we are seeing far higher levels of employee engagement, motivation and loyalty.

What are your biggest challenges when managing a program?



*NOTE THESE RESULTS WERE FROM OUR POLL TO THE AUDIENCE DURING THE WEBCAST, HR TECHNOLOGY'S NEXT FRONTIER: ONLINE REWARDS AND RECOGNITION

For a business to be competitive and successful, it is critical to embrace the latest trends, which is truer than ever for HR, spurring the mass migration away from manual do-it-yourself programs. A SaaS-based rewards and recognition solution addresses the most common obstacles in launching and sustaining an effective program, while minimizing administration.

The five benefits of partnering with a SaaS provider:

1. Employee Empowerment

Traditional hierarchical business models fail to foster the innovation and motivation needed to drive success while SaaS program empowers employee participation at all levels, with

360 degree recognition. Moving away from stringent levels of approval and empowering employees to be a part of the solution is a driver of trust and productivity.

2. Social Recognition Platform

SaaS platforms offer centralized updating, quickly integrating new features to keep the program fresh and relevant to employees. A social recognition element allows information to be shared on multiple social channels in a way that is safe for employers, while promoting transparency.

3. Automation & Consolidation

HR practitioners want and need to focus on employee engagement and retention rather than excel spreadsheets. An online solution consolidates multiple programs onto a single integrated HR system, reducing administration and freeing up time for strategic employee experience initiatives.

4. Reporting & Analytics

While the front end of your solution is focused solely on the employee experience, the back-end is focused on the administrator. On-demand reporting and analytics enhance business decisions, with ROI, participation rate, engagement and performance trends available in real-time.

5. Meaningful Rewards

An online program easily sources multiple vendors to create a robust reward catalogue with capabilities to change daily. It provides choice, ensuring employees choose something that is meaningful and motivating, with endless options including Apple products, Experiences, Expedia travel, charity donations, and gift cards in a catalogue customized for the administrator. Watch the full webcast to learn more about HR Technology's Next Frontier: Online Rewards and Recognition and how you can attain the results you want by switching to SaaS, the new default deployment model for HR management.

www.achievers.com/resource



Achievers (formerly I Love Rewards) is passionate about employee rewards and Social Recognition. Our software helps engage employees and inspire performance globally. Achievers' customers include Deloitte, 3M and Microsoft.