Do you have a future-proof HR IT strategy?

Managing the roadmap for the digitalisation of HR with the HR IT strategy

How is the role of HR changing?

The importance and responsibility of HR is growing – driven by market changes such as digitalisation, demographic changes, employee expectations and the increasing scarcity of key resources. The focus in HR is increasingly on strategic issues, and administrative tasks are streamlined and automated.

Why do I need a future-proof HR IT strategy?

The HR IT strategy is intended to define the roadmap for the digitalisation of HR for the next 3–5 years. Key issues are dealt with in the process:

- What are some reasonable possibilities for digitalisation for our HR?
- How can HR optimally support the business strategy with the HR IT strategy?
- What skills are needed in the HR IT organisation?
- Which are the most suitable HR tools for our needs?
- How can we measure the added value of HR digitalisation?
- Are our HR systems data protection compliant?

What is the procedure for creating an HR IT strategy?

Entago provides support in addressing the key issues in HR. In doing so, we rely on a tailor-made approach in order to weight the various influencing factors according to your requirements and to derive future action measures.

The procedure for creating the HR IT strategy is divided into **3 main steps** :

1. Analysis of the current situation

- Review and analysis of HR strategy, IT strategy and, if applicable, existing HR IT strategy as well as review of the current HR IT system landscape and its roadmap
- Review of the currently used HR processes with regard to their effectiveness and their digitalisation potential

2. Evaluation

- Conducting and evaluating standardised interviews with regard to expectations and potential for improvement
- Identification of HR digitalisation potentials taking into account the future (SAP) product strategy

3. Recommendations for action

- Insight into current market trends and developments in the digital HR environment
- Documentation and processing of the analysis results incl. recommendations for action

What is the effort required to create an HR IT strategy?

Depending on the complexity, the lead time for creating or updating the HR IT strategy is approx. 1 to 3 months. The external support effort by Entago comprises approx. 5–30 person-days, depending on the complexity. A similar effort must be provided internally by the client.

Next steps

We would be happy to discuss your individual situation with you and make you a concrete proposal for further action. Feel free to contact us.

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