Are You Ready to Place Employee Experience at the Center?

The pandemic disrupted our lives in so many ways. As the world changes, so do the ways we operate. Organizations need to evolve continuously if they intend to keep creating value. Human resources (HR) management has a vital role in ensuring sustainability within this massive transformation.

Navigating through this transformation in a way to meet all requirements from recruitment to performance and goal management can be possible by automating the HR management processes and making them leaner and more transparent.

Place Employee Experience at the Center!

Transforming HR requires HR managers and IT professionals to work together to find the best solutions to automate business processes. And generating real insights to support employee-related decisions can only be possible if we can go beyond production reporting.

Next-generation intelligent technologies come to the rescue of HR professionals aiming to improve the employee experience, attract the right talent, train future leaders, and achieve employee loyalty.

So, how much do you leverage intelligent technologies to create your next-generation HR management roadmap?

Companies that participated in Detaysoft's Next-generation HR Management and Digitalization Analysis discovered where they are on the human resources digitalization journey.

Where are you on the transformation journey?

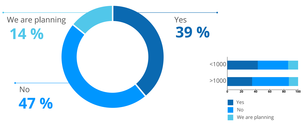
Transformation only begins when a company's capability to build an effective dialogue across its business processes to encompass human resources is combined with the guidance of the right partners that accompany them! So, where are you on this transformation journey?

Companies that participated in the Next-generation HR Management and Digitalization Analysis

Leverage intelligent HR solutions to design a great employee experience:

39% of participants collect data to measure employee experience.

Do you collect data to measure the employee experience?

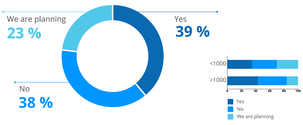


Participants use technology in various HR processes.

What are the reasons for using technology in your HR processes?

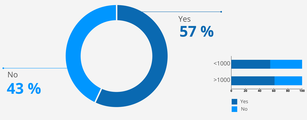
2 in 5 companies manage their HR processes with intelligent systems.

Do you manage your HR processes using interconnected intelligent systems?



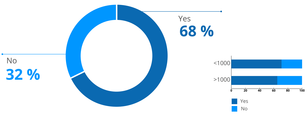
The existing HR systems were adequate for 2 out of 3 companies during the pandemic.

Were your existing HR-related technologies and systems adequate during the pandemic?



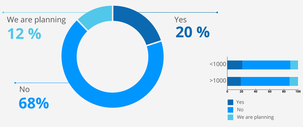
2 in 3 HR professionals says operational processes take most of their time.

Do operational processes take most of your time?



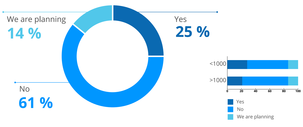
One in 5 companies manages all employee-related processes via mobile devices.

Do you have access to all employee-related processes from recruitment to retirement via mobile devices?



One in 4 companies systematically follows the development and contributions of an employee, identified as a promising talent during the recruitment process.

Do you systematically follow the development and contributions of an employee, identified as a promising talent during the recruitment process?

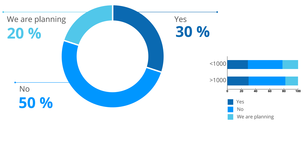


To unlock your growth potential:

- Build on your employees' skills.
- Manage internal communication and create opportunities for dialogue.
- Plan for business continuity.
- Support your remote teams.
- Protect your employees' health and safety.
- Upskill your employees.

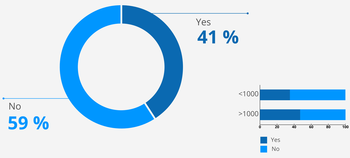
One in 2 companies thinks that it does not prepare its employees for the future roles.

Do you offer your employees a system to prepare them for future roles?



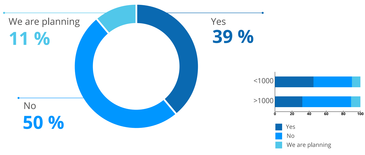
2 in 5 companies invested in new HR-related technologies during the pandemic.

Did you invest in new HR-related technologies during the pandemic?



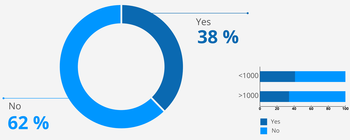
2 in 5 companies gathered feedback from their employees during the pandemic.

Do you use mechanisms to gather feedback from the employees during the pandemic?



2 in 5 companies launched new initiatives to help their employees with their work-life balance.

Did you launch new initiatives to help your employees with their work-life balance during the pandemic?

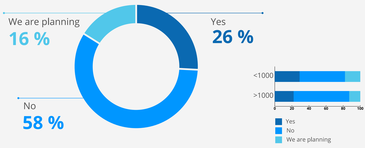


Participants think various changes will come to the forefront in HR in the post-pandemic era.

What do you think will be the most important changes in HR in the post-pandemic era?

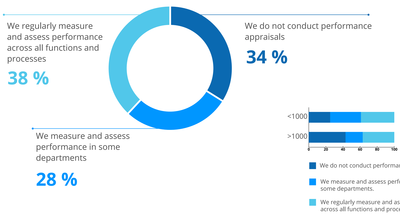
One in 4 companies uses instant reporting when making HR decisions.

Do you use instant reporting, generated by intelligent technologies, in making strategic HR decisions?



34% of participants do not assess employee performance.

How do you assess your employees' job performance?



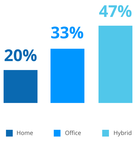
Participants think HR departments should prioritize various topics in the post-pandemic era.

What should an HR department prioritize in the post-pandemic era?

What working model do you plan for the post-pandemic era?

2 in **10** companies plan to implement the **remote** work model post pandemic.

3 in **10** companies plan to return to the **office** model post pandemic.



Half of the companies (**5** in **10**) plan to implement a **hybrid** working model post pandemic.

Thank you for responding to the survey. In appreciation of your participation, we have made a donation to TÖÇEV's (Tüvana Education Foundation for Children) Second Family System to fund the education of children who will serve in the intelligent enterprises of the future.

To discover where you are on the HR digitalization journey

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To find out more about Next-generation HR management

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We accompany you on your next-generation HR management and digitalization journey

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