

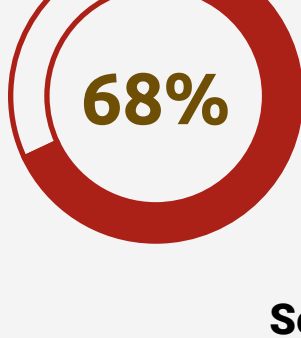
HR.com's State of Today's HR Technology and Integrations 2026

Harness HR technology to drive business success

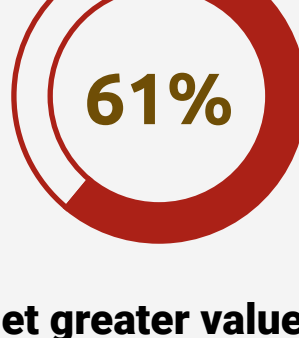
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Organizations are invested in HR tech but that doesn't always translate to a strong HR tech stack



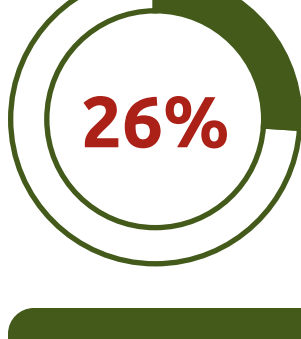
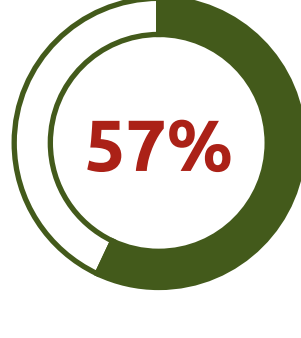
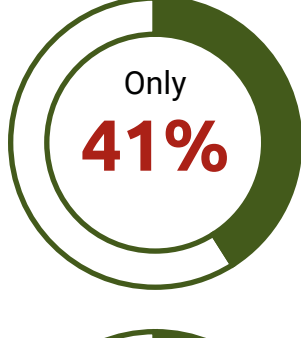
Yet,



So, how can organizations get greater value out of their HR technology investments?

First, prioritize system integration as a strategic imperative

Poor integration of HR tech prevents organizations from achieving key HR goals.



Of those respondents, **91%** say poor integration directly impacts their ability to achieve HR goals

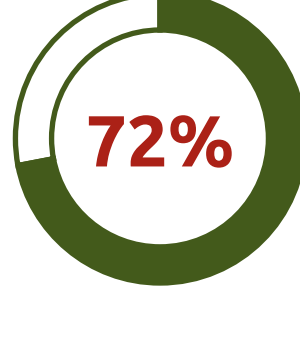
Defining HR tech-stack leaders and laggards

HR tech-stack laggards:

These represent respondents who rated their HR technology as undeveloped or beginning.

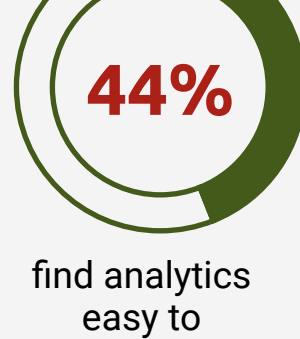
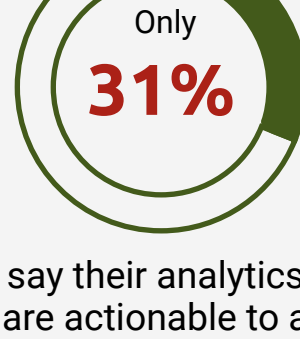
HR tech-stack leaders:

These represent respondents who rated their HR technology as advanced or expert.



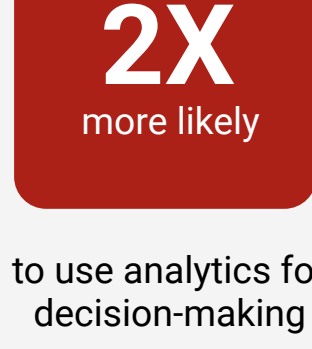
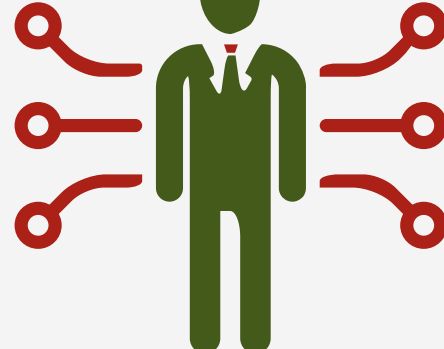
Second, fix analytics reliability and usability

Organizations invest heavily in analytics tools but struggle to extract reliable, actionable insights.



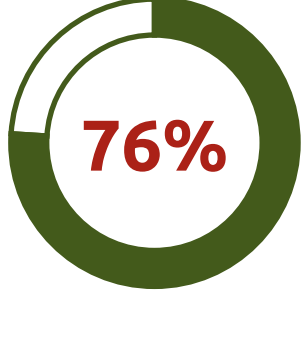
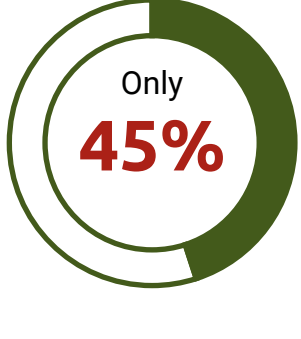
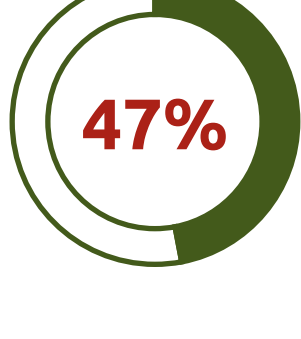
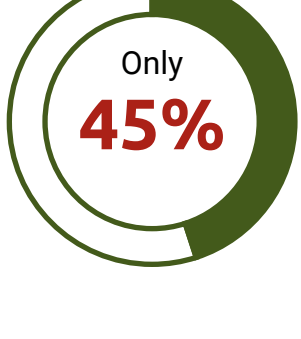
Not to mention, **49%** lack adequate people analytics capabilities altogether.

Compared to laggards, HR tech-stack leaders are:

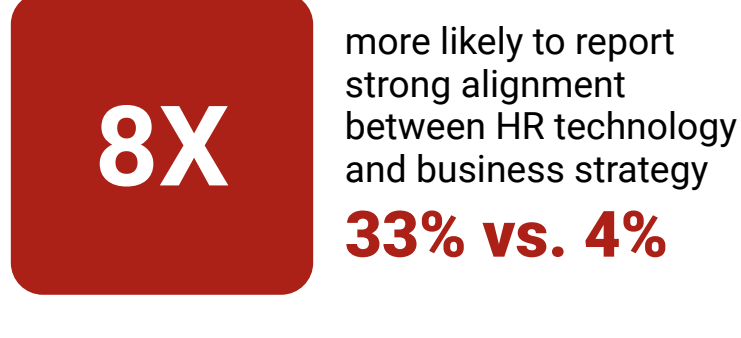
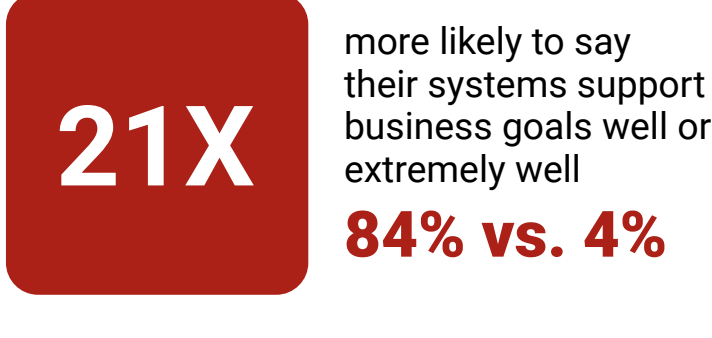


Third, align HR tech investments with business strategy

Many organizations purchase HR tech reactively to solve immediate problems rather than strategically to support business goals.



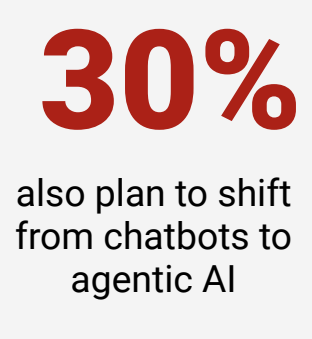
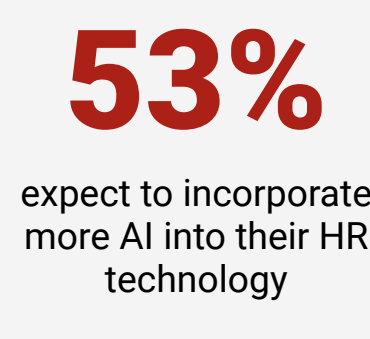
Compared to laggards, HR tech-stack leaders are:



Fourth, build AI governance and data foundations before scaling AI adoption

AI has emerged as the #1 HR-related issue for 2026.

In the near future:



However, most organizations lack the foundational infrastructure needed to deploy AI responsibly at scale.

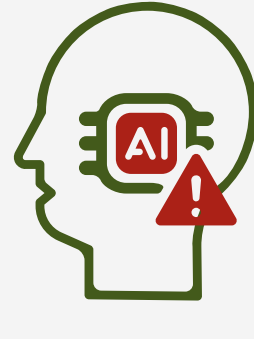
The top barriers to AI adoption are:



29% ongoing evaluation of solutions



28% data privacy concerns



26% lack of awareness

Compared to HR tech laggards, HR tech-stack leaders are:



to plan a shift from chatbots to agentic AI **41% vs. 12%**

Key takeaway:

To achieve HR tech maturity organizations must have strategic alignment, strong integration, and data discipline. Organizations that prioritize these foundations will realize measurable improvements in employee experience and business impact, while those that do not will find themselves increasingly disadvantaged.

About the Survey:

HR.com's "State of Today's HR Technology and Integrations" survey ran between January and May 2026. We gathered 121 usable responses from HR professionals supplemented by three pulse surveys with 526, 385, and 386 respondents respectively.