

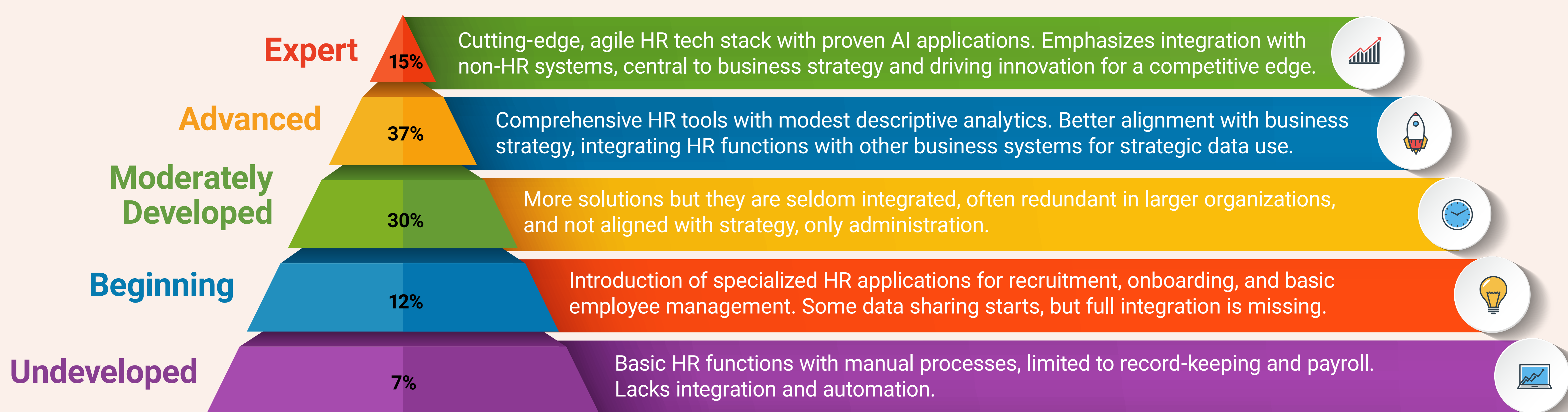


# HR.com's State of Today's HR Tech Stack and Integrations 2024

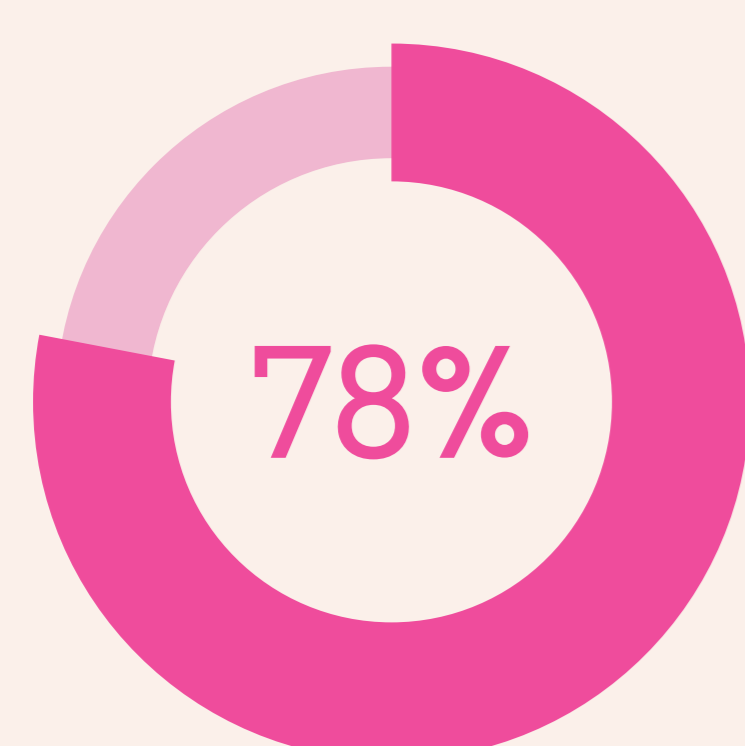
Empower your HR team with the right tech stack, enhance process automation, and yield meaningful analytics



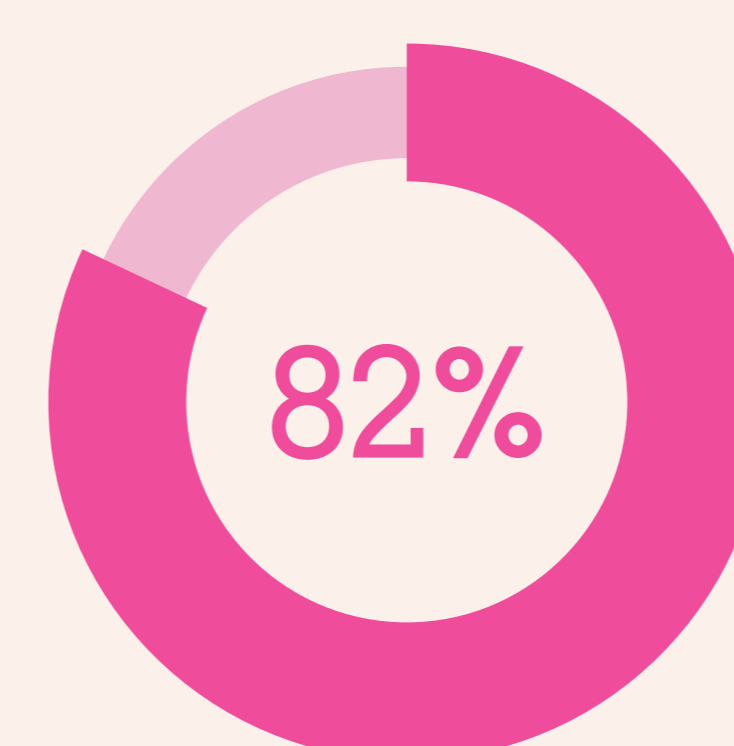
## About half of organizations lack mature HR technology stacks



## The need for better tech stacks is demonstrated by recent and forecasted investments in them



78% of organizations increased their spending on HR technology in the *last two years*, 32% of which increased spending significantly



82% plan to increase investment over the *next two years*

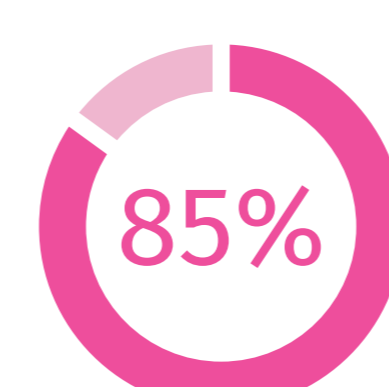
## So, what are the benefits of an HR tech stack?



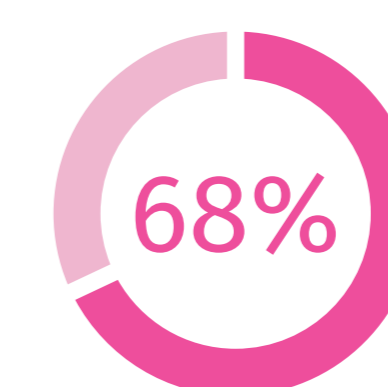
## Many are using their tech stack to address issues such as:

- providing useful people data and analytics
- providing employee self-service
- enhancing process automation
- advancing key performance indicators

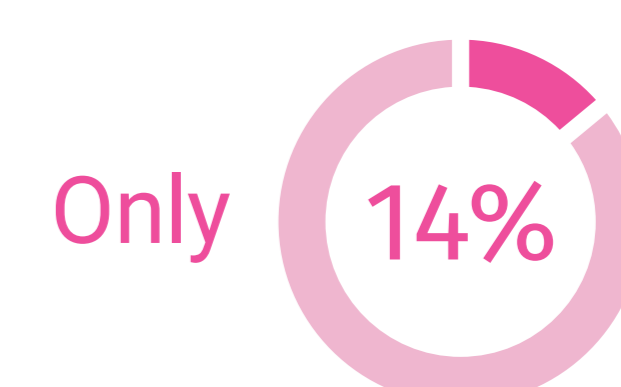
### Most tech stacks are made up of more than one paid solution \*



have at least two paid solutions in their organization's tech stack



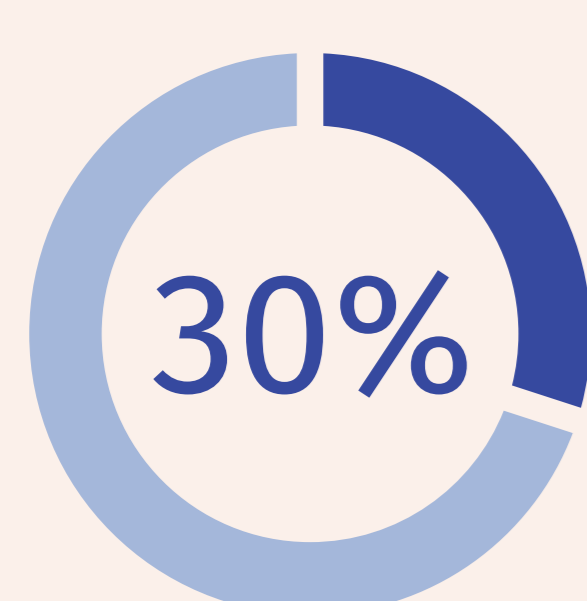
have between 2 and 7 paid solutions



Only 14% have 8 or more paid solutions



# A substantial percentage of organizations are struggling with their analytics



of respondents say they struggle to extract accurate or useful data from their HR analytics tools.

Other issues with the tech stack are:

- ✓ underutilization of the stack's capabilities (31%)
- ✓ insufficient integration between solutions (28%)

## What's next on the HR tech horizon?

Over the next two years the HR tech stack is expected to:

- ✓ improve employee user experience
- ✓ increase employee self-service
- ✓ provide higher quality data

AI is also set to shape the tech stack landscape by:

- ✓ automating more HR tasks
- ✓ providing better employee self-service
- ✓ raising HR productivity

## How do HR tech stack leaders\*\* differ?

Compared to HR tech stack laggards\*\*\*, leaders are:

**over 11X**

more likely to have HR tech stacks that align well with organizational goals

**6X**

more likely to say the solutions in their HR tech stacks integrate well or very well

**About 5X**

more likely to say their tech stacks produce meaningful people analytics

**3X**

more likely to find it easy or very easy to reconfigure the HR tech stack

**over 2X**

less likely to struggle with poor integration

## Consider these strategies

**Identify**

the key business objectives that your HR tools should support

**Build**

an HR tech stack that can easily adapt to rapid changes

**Aim**

for integration of solutions within your HR tech stack and across other systems

**Consider**

user training for your HR department to get the most out of your tech stack

**Investigate**

the potential of AI in your HR tech stack and consider adopting where it makes most sense

## About the Survey

HR.com's State of Today's HR Tech Stack and Integrations 2024

State of the Industry Research

Read the full report



Thanks to our great sponsor:



HR.com's "State of Today's HR Tech Stack and Integrations" survey ran between November 2023 and February 2024. We gathered responses from 275 HR professionals in virtually every industry vertical.

\* an HRIS with multiple modules purchased from a single provider would count as 1 solution, but an ATS and LMS from different providers would count as 2

\*\* HR tech stack leaders: respondents who say their overall HR tech stack supports the organization's business goals and strategies well or extremely well.

\*\*\* HR tech stack laggards: respondents who say their overall HR tech stack supports the organization's business goals and strategies moderately, poorly, or very poorly.