

SAPIENT INSIGHTS GROUP

ANNUAL HR SYSTEMS SURVEY DATA

27th Edition

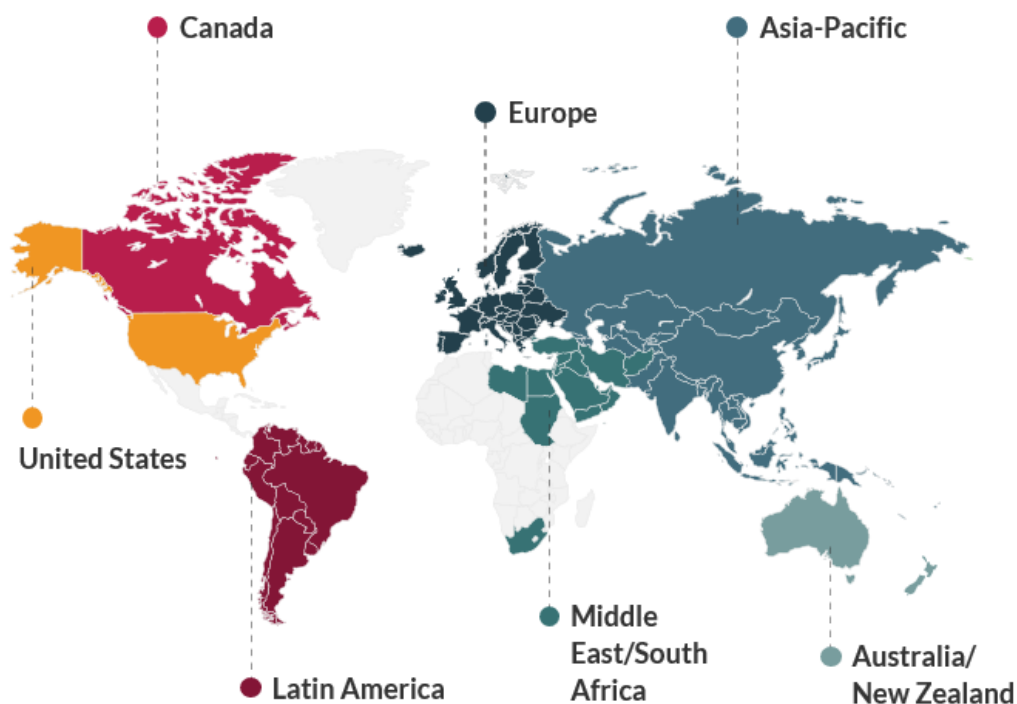
Exclusive Distributor Link Analysis Report
Navigo including APAC with Australia & NZ
2024-2025



ORGANIZATIONAL DEMOGRAPHICS

AGGREGATE RESPONSES

The **27th Annual HR Systems Survey** was conducted from April 17th through June 26th, 2024. The original survey had 6,000+ initial responses, and our research methodology includes an extensive cleansing process to remove duplicate organization details and responses with known inaccuracies based on a series of data validation steps. This year's report and research analysis are based on **3318 unique organizations representing** a total workforce of **25 million employees and contingent workers**.

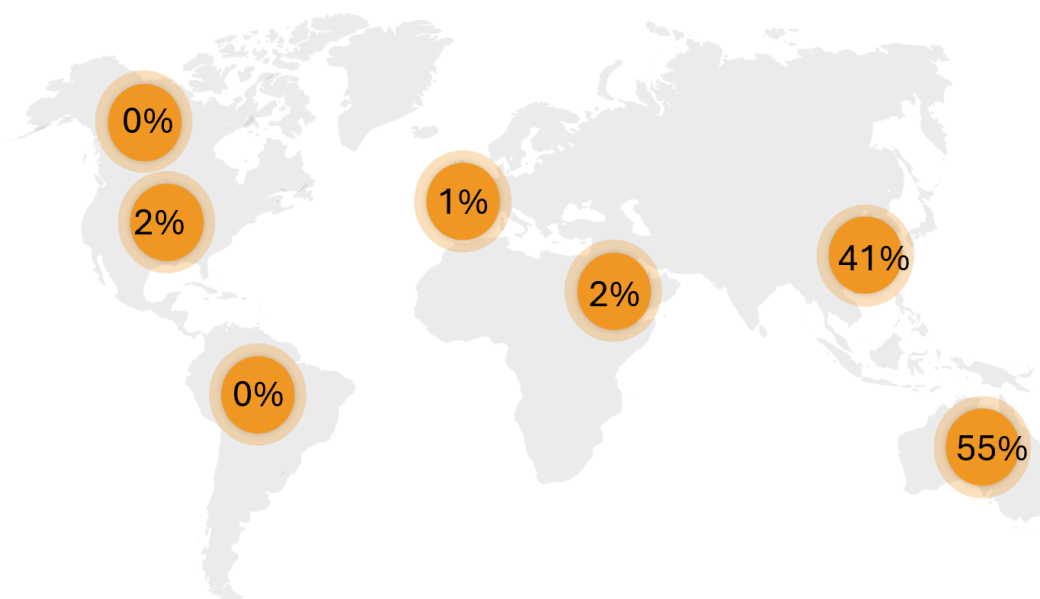


Global organizations represent **29% of our respondents**, with a workforce population in at least one additional country outside their headquarters location – a total of **644 organizations**. The average number of countries with additional employees outside of the headquarters location is **18 countries**. Also, **15% of our respondents** are headquartered outside the United States – a total of **452 organizations**.

ORGANIZATIONAL DEMOGRAPHICS

DISTRIBUTOR LINK RESPONSES

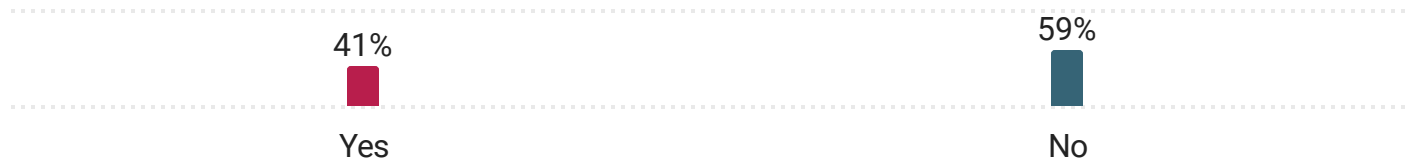
Your unique survey link had a total of **58** initial clicks/responses, and our research methodology includes an extensive cleansing process to remove duplicate organization details and responses with known inaccuracies based on a series of data validation steps. The final number of usable responses to your survey link was **15**.



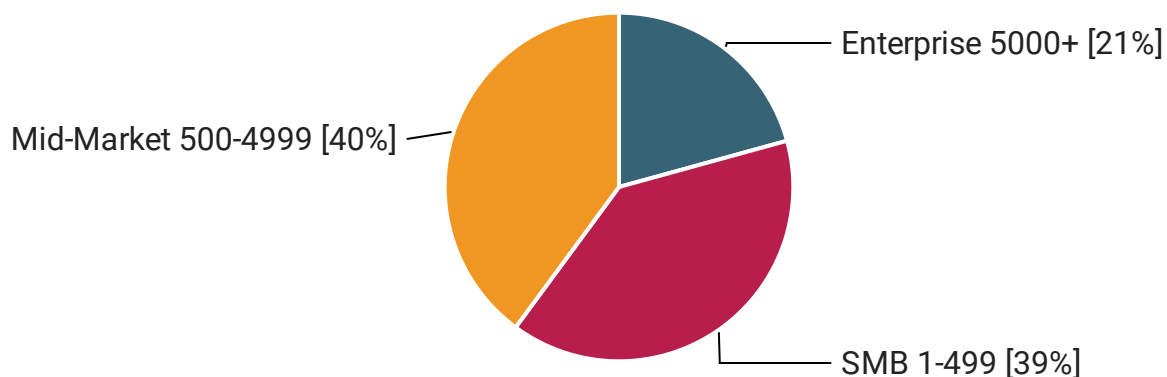
Does your organization have **Employees in More Than One Country?**



Is your organization bound by **Collective Bargaining** agreements?



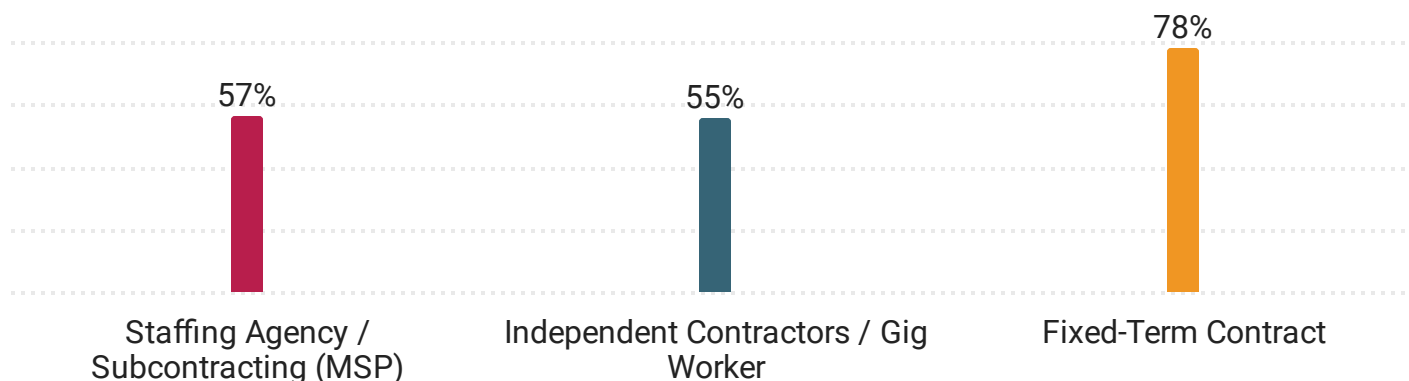
Organization Size



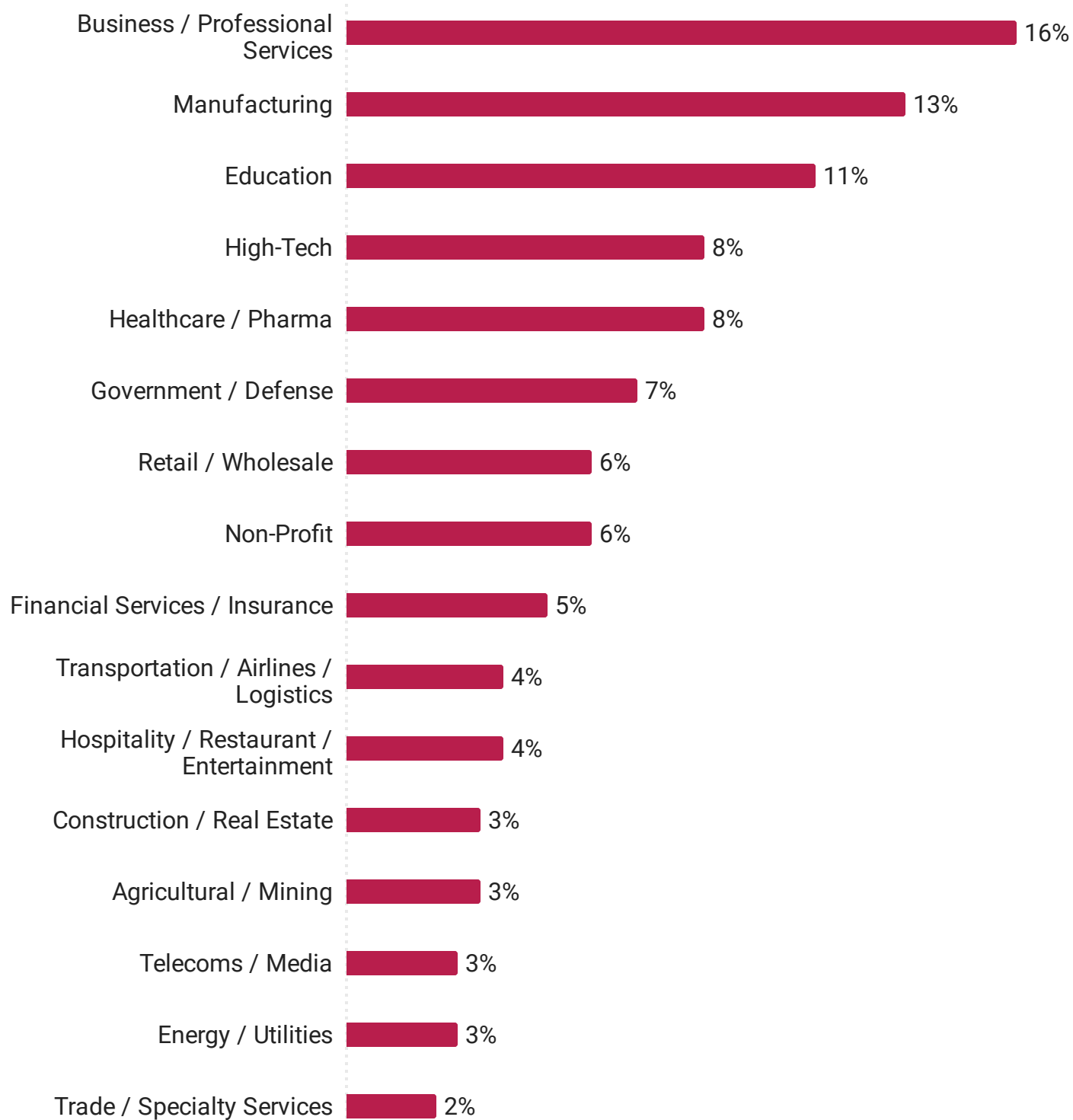
Do you have any types of **Contingent / Contract** workers?



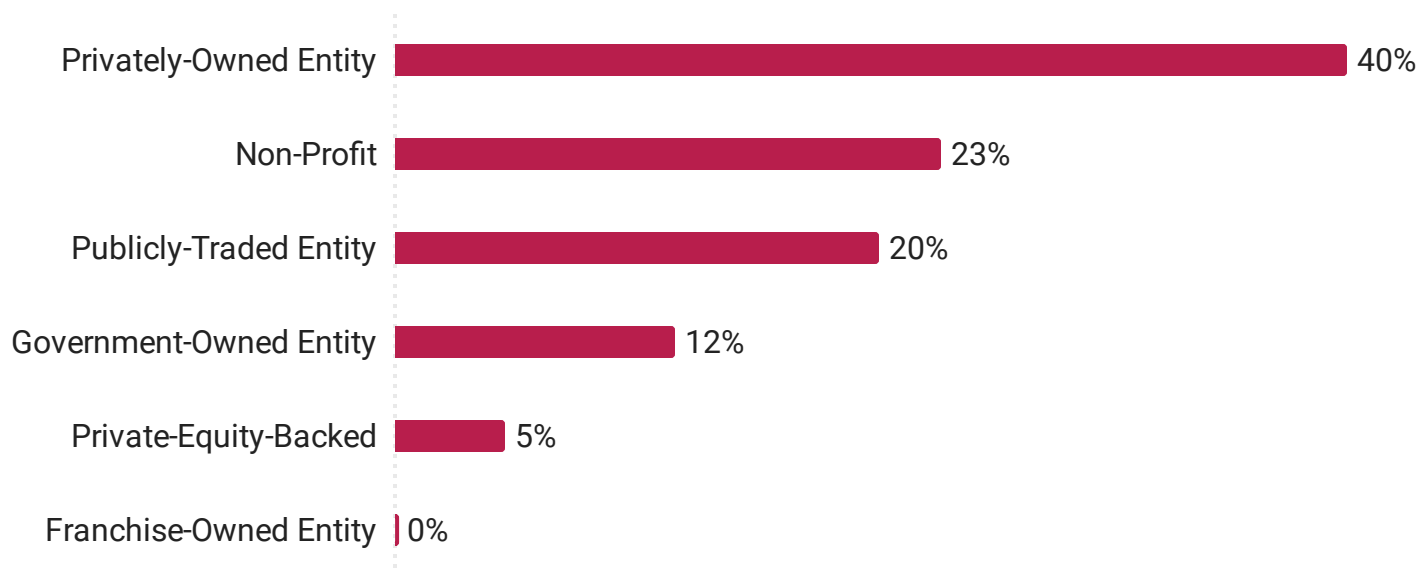
Please select **All Types of Contingent / Contract Workers** your organization employs.



What **Industry** does your organization operate in?



What **Entity Type** best describes your organization?



Estimate the percentage of your **Workforce** that falls into these **Generational categories**.

Field	Mean
Greatest Generation (born 1930-1945)	0.6
Baby Boomer (born 1946 - 1964)	7.5
Generation X (born 1965-1980)	23.5
Millennial (born 1981-1996)	39.5
Generation Z (born 1997-2012)	11.9

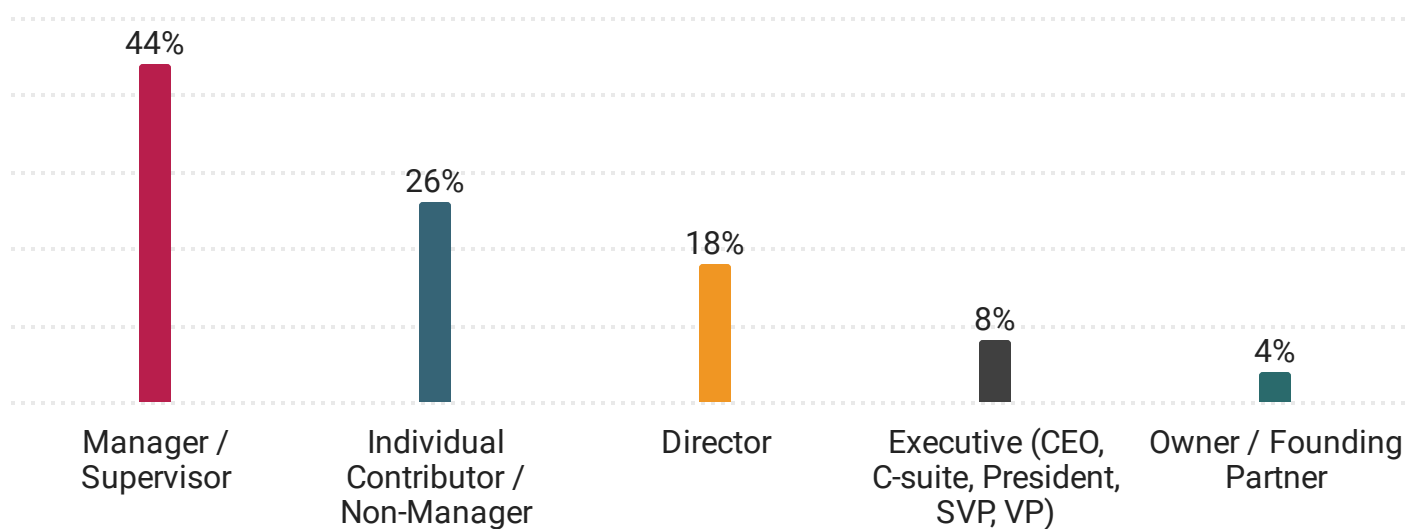
Prefer not to answer 16.9

INDIVIDUAL PARTICIPANT DEMOGRAPHICS

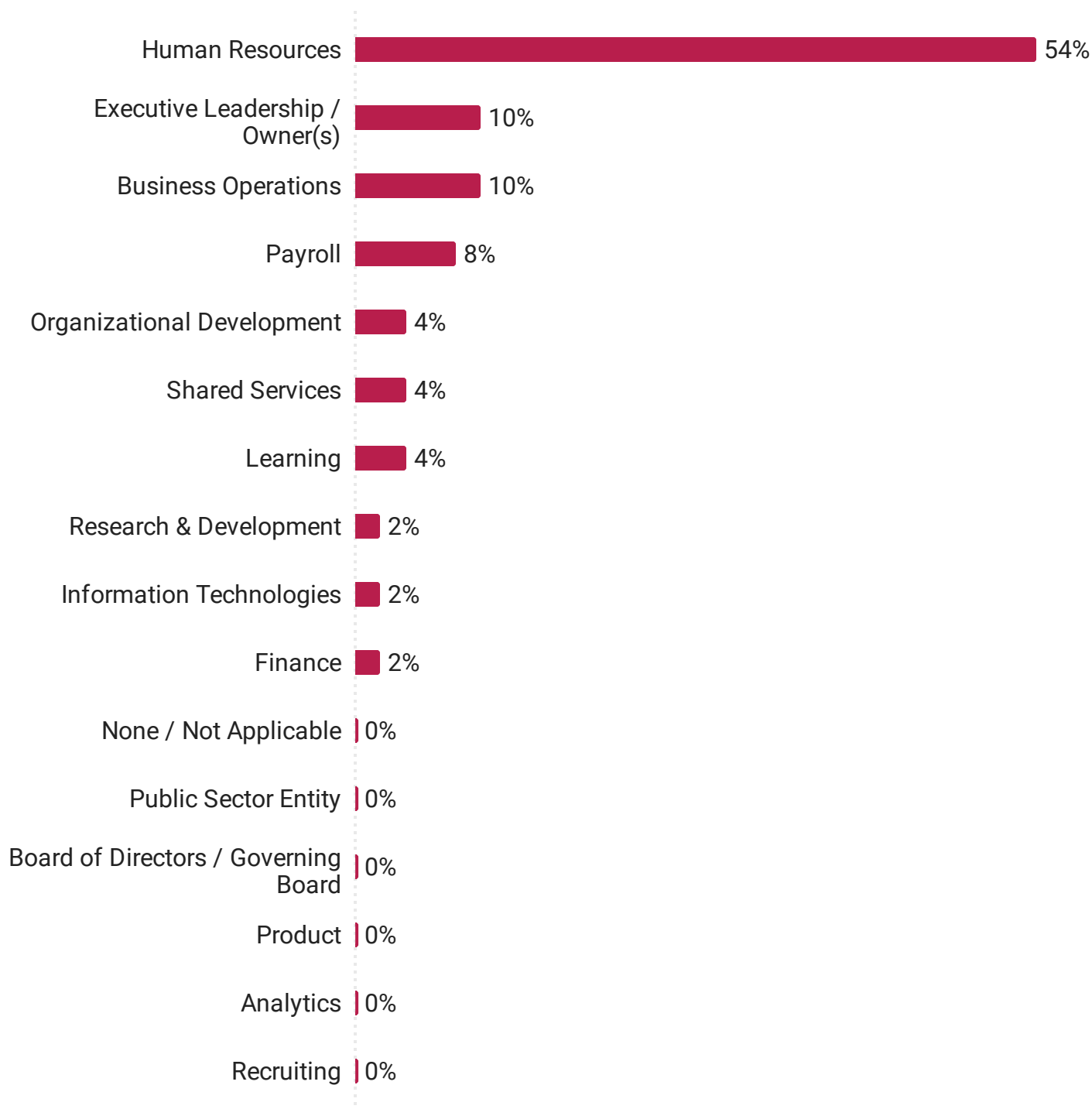
Next, we take a look at the demographics of the individual professionals participating in this year's survey. For additional context, we asked the 2024-2025 individual survey participants a series of demographics questions that include:

- Role within the organization
- Reporting function/department
- Years in current role
- Education level
- Certifications held
- Generation identification

What is your **Role / Level** within your organization?

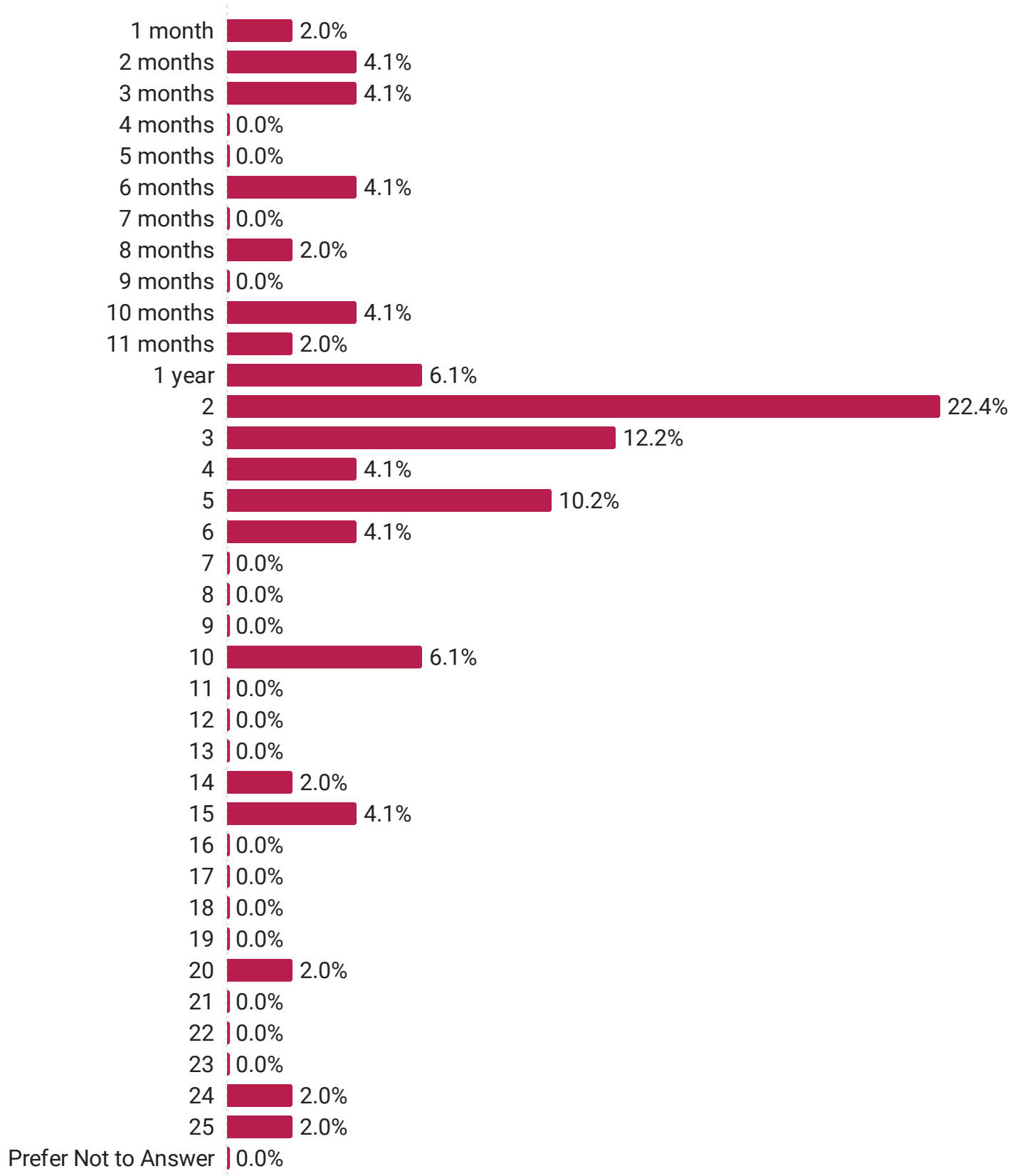


Which **Department / Business Unit** do you belong to?

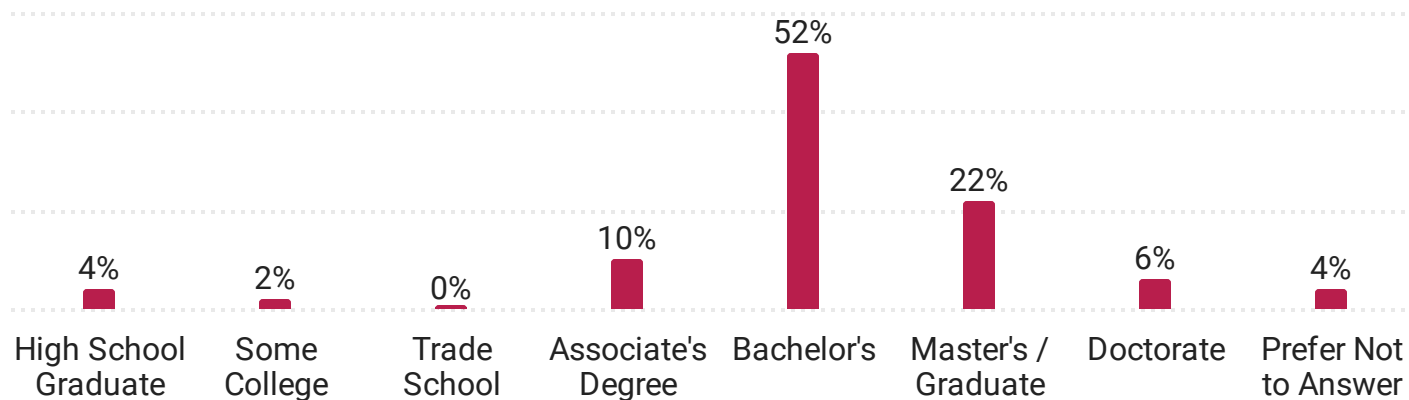


For purposes of this report, we've provided demographics specific to the organizations that responded to your unique distributor link.

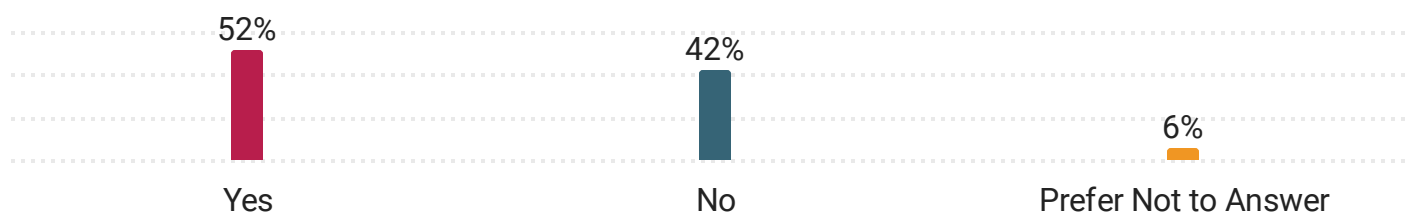
How Long in years have you been in your Current Role with your organization?



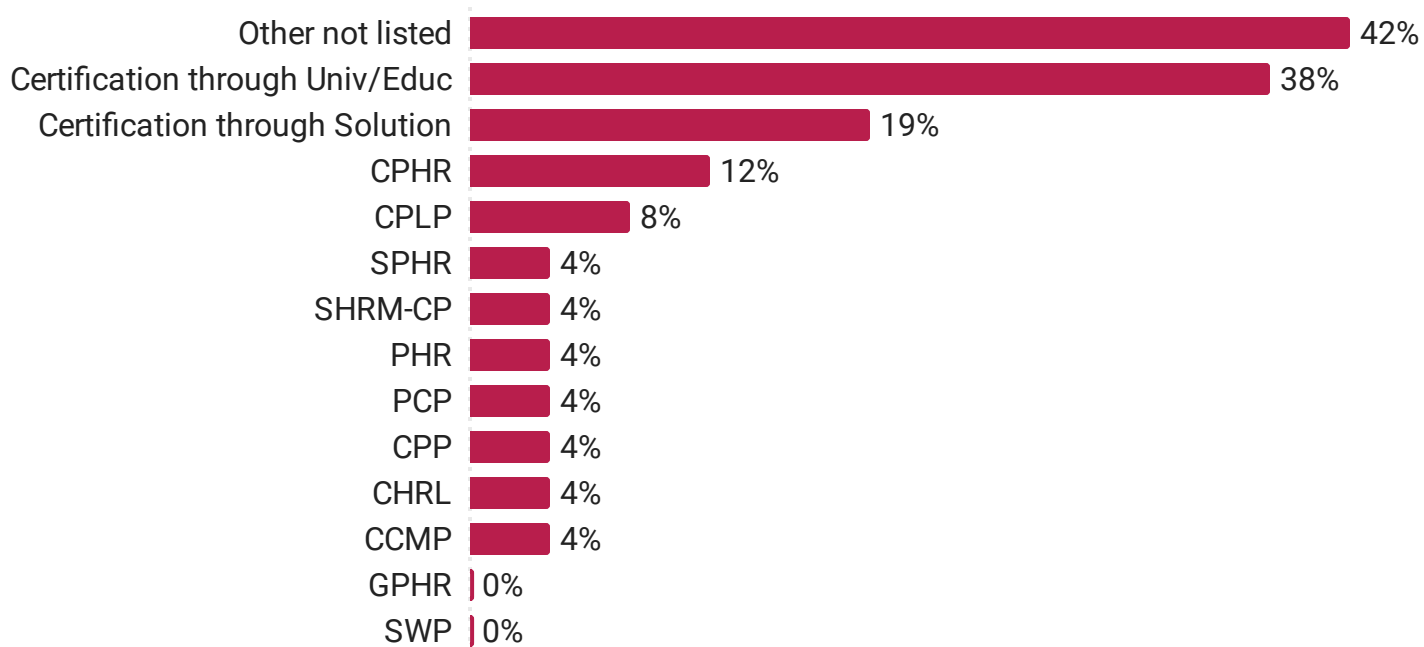
What is your Highest Level of Education?



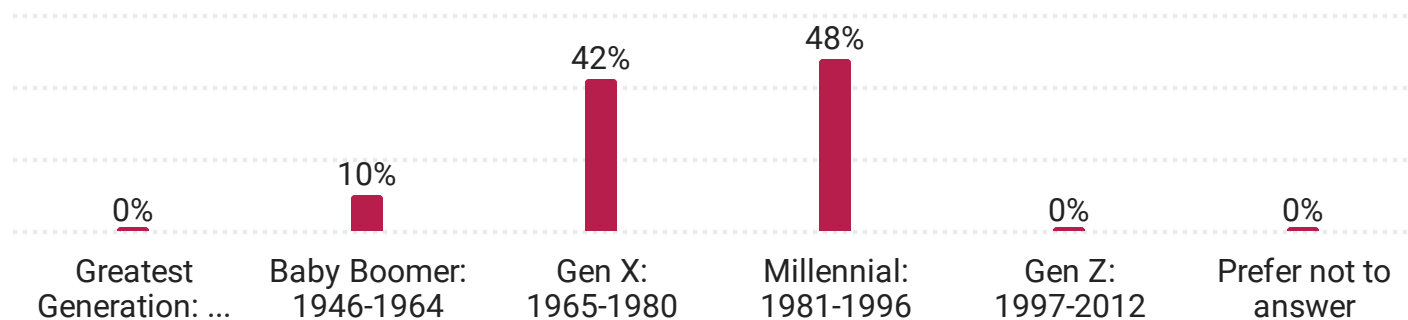
Do you have any HR or IT related Certifications?



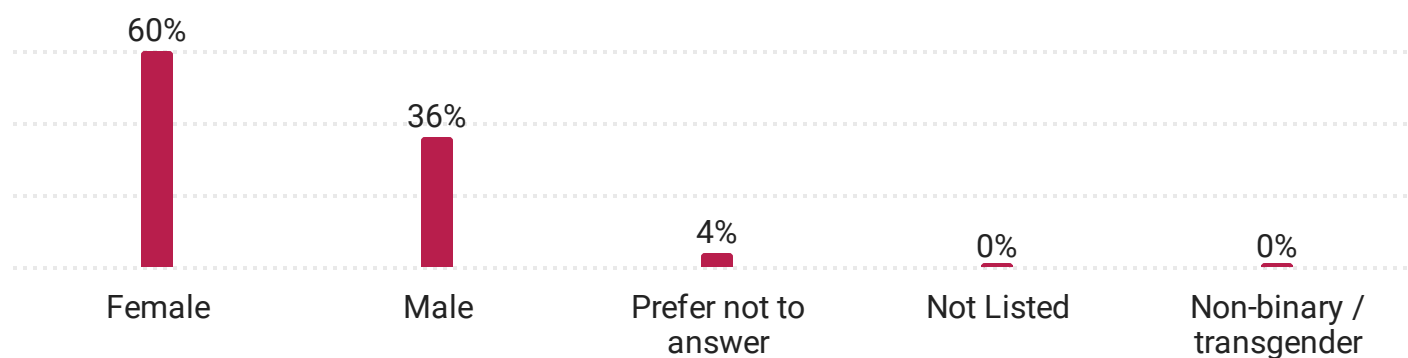
Top Certifications Held



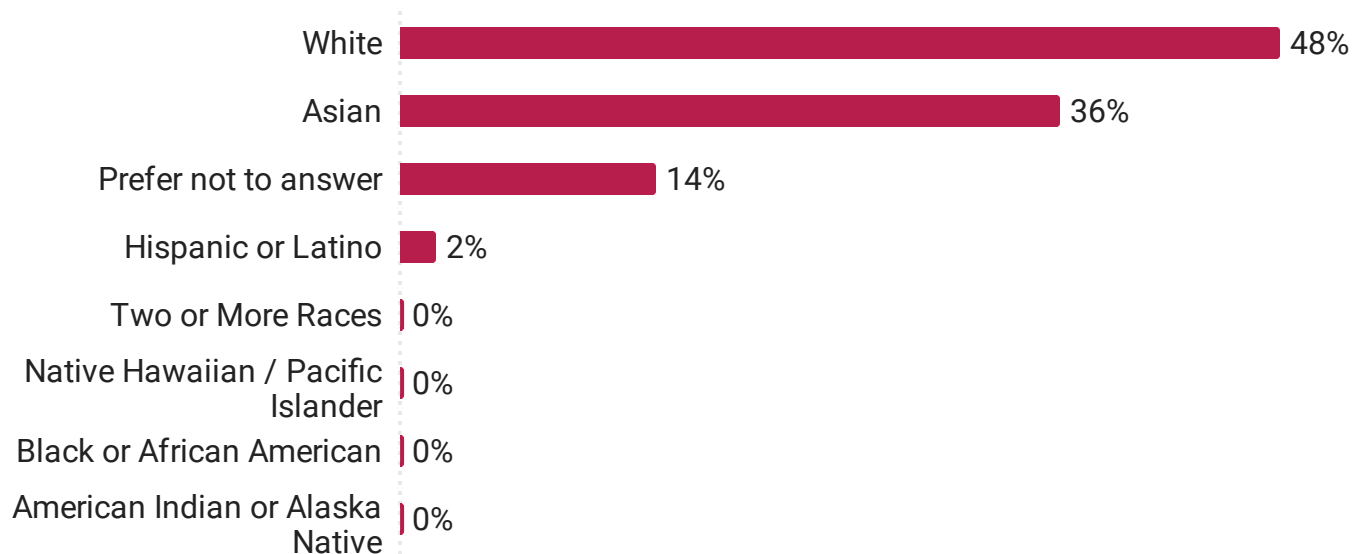
What **Generation** do you identify with?



Please share your **Gender Identity**.



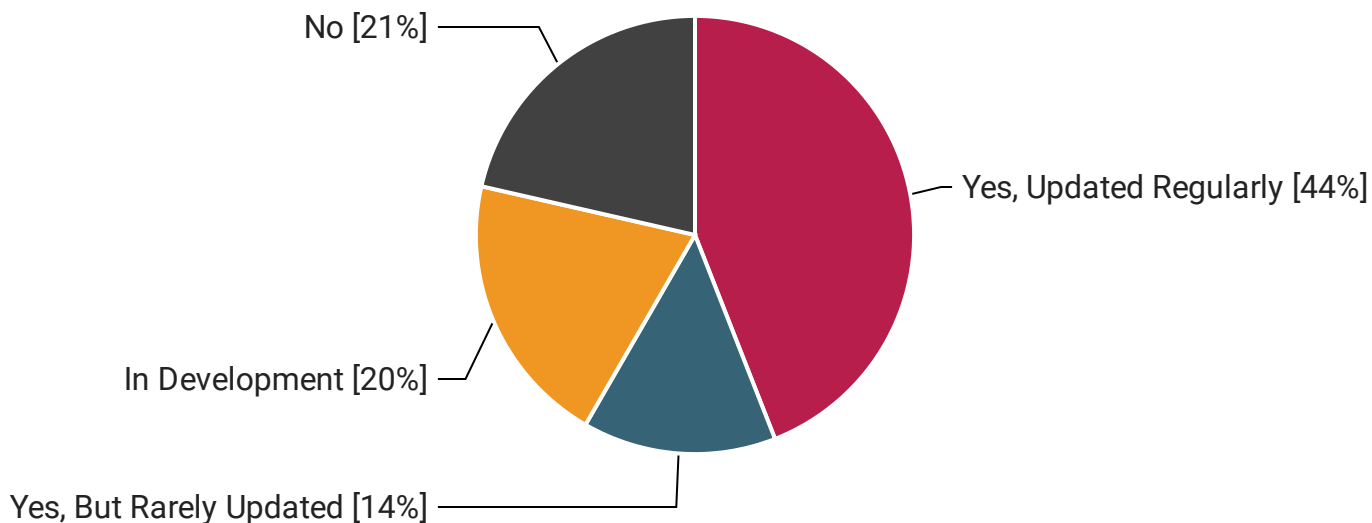
Please select the category that best describes your **Race / Ethnicity**.



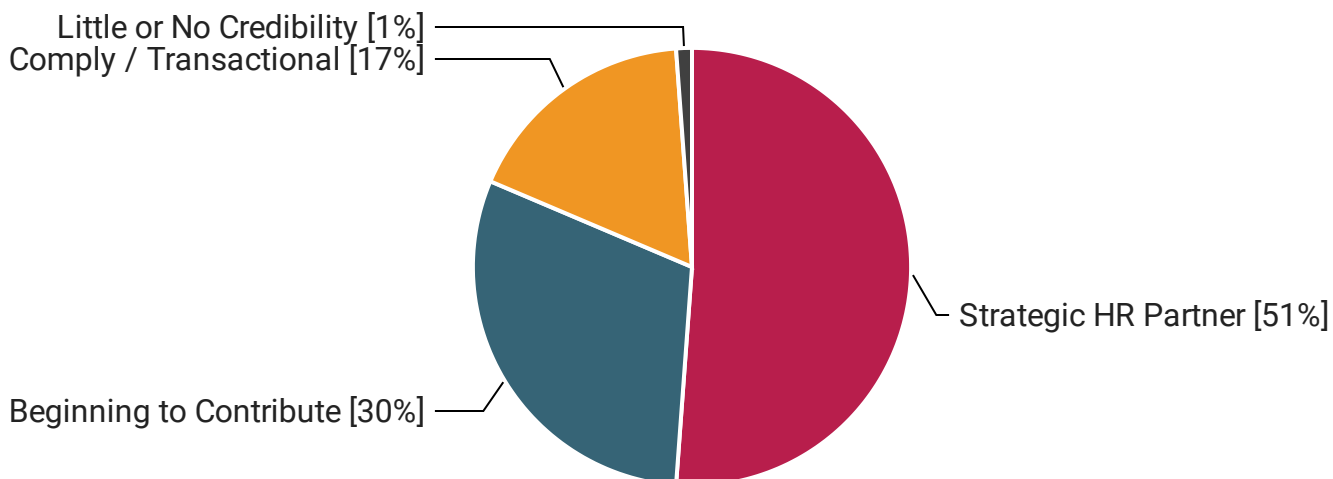
DISTRIBUTOR LINK

HR SYSTEMS STRATEGY INSIGHTS

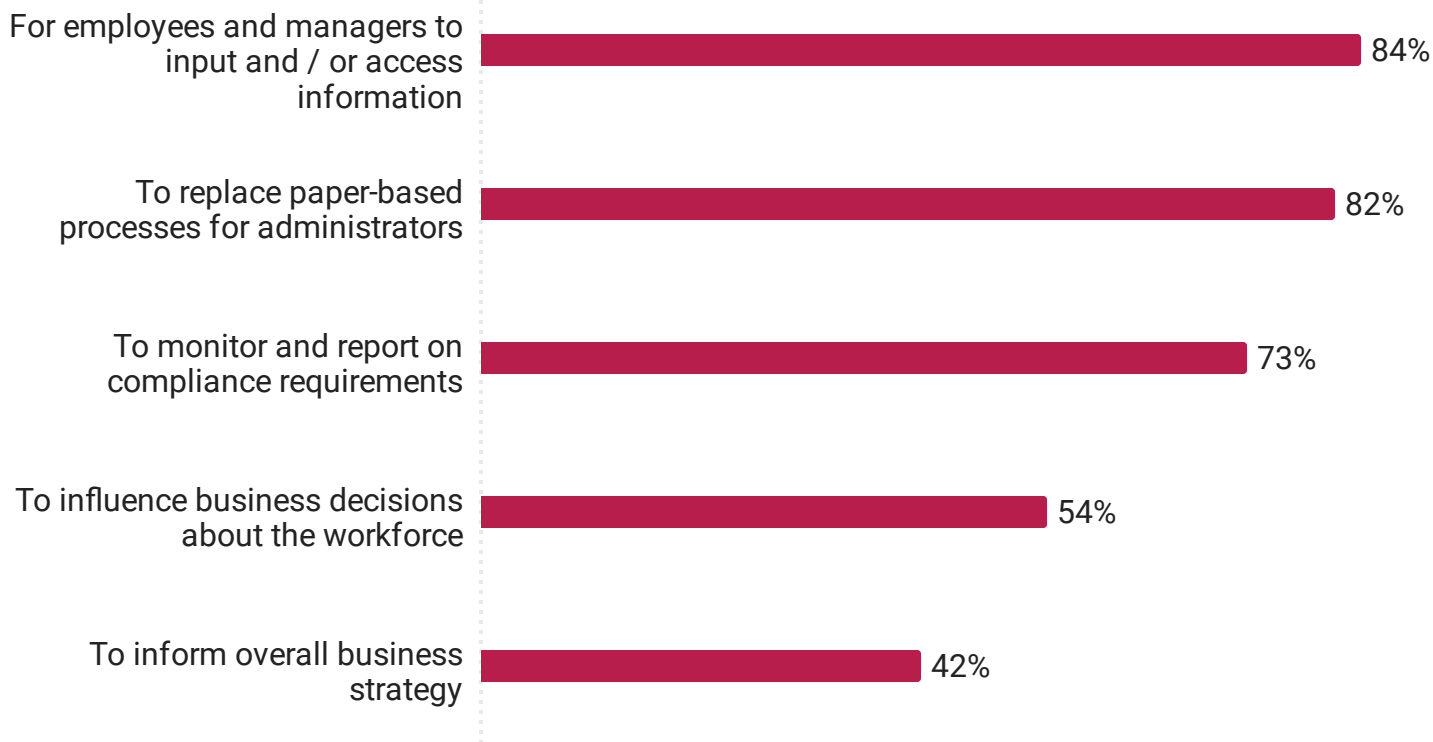
Does your organization have an **Overall Enterprise HR Systems Strategy**?



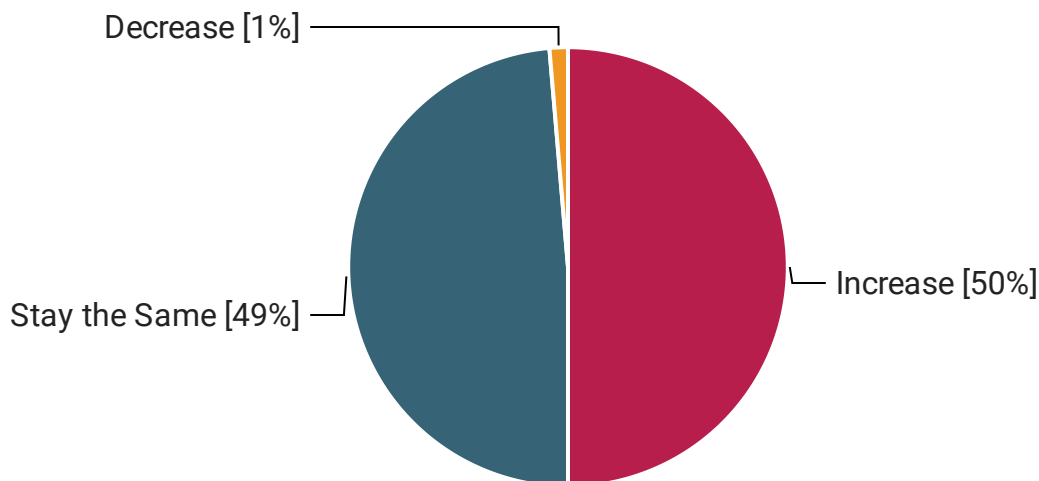
What is the **General Perception of the HR Function** at your organization?



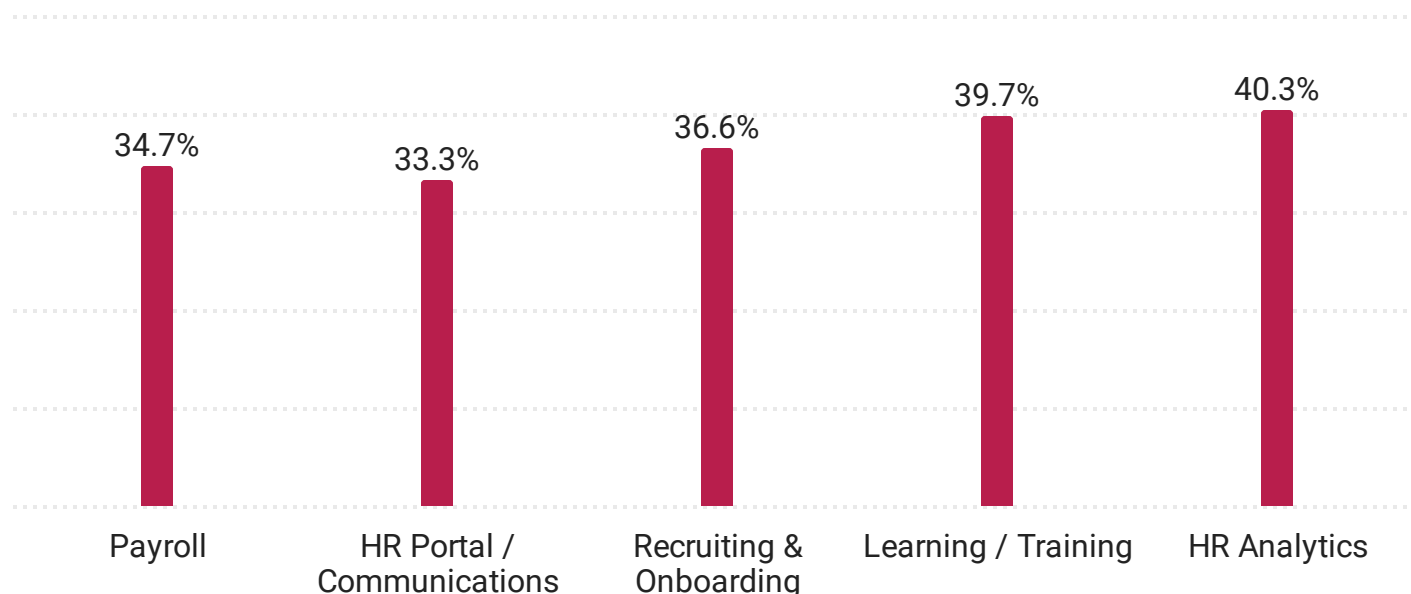
How does your organization **Utilize its Overall HR Systems Environment**?



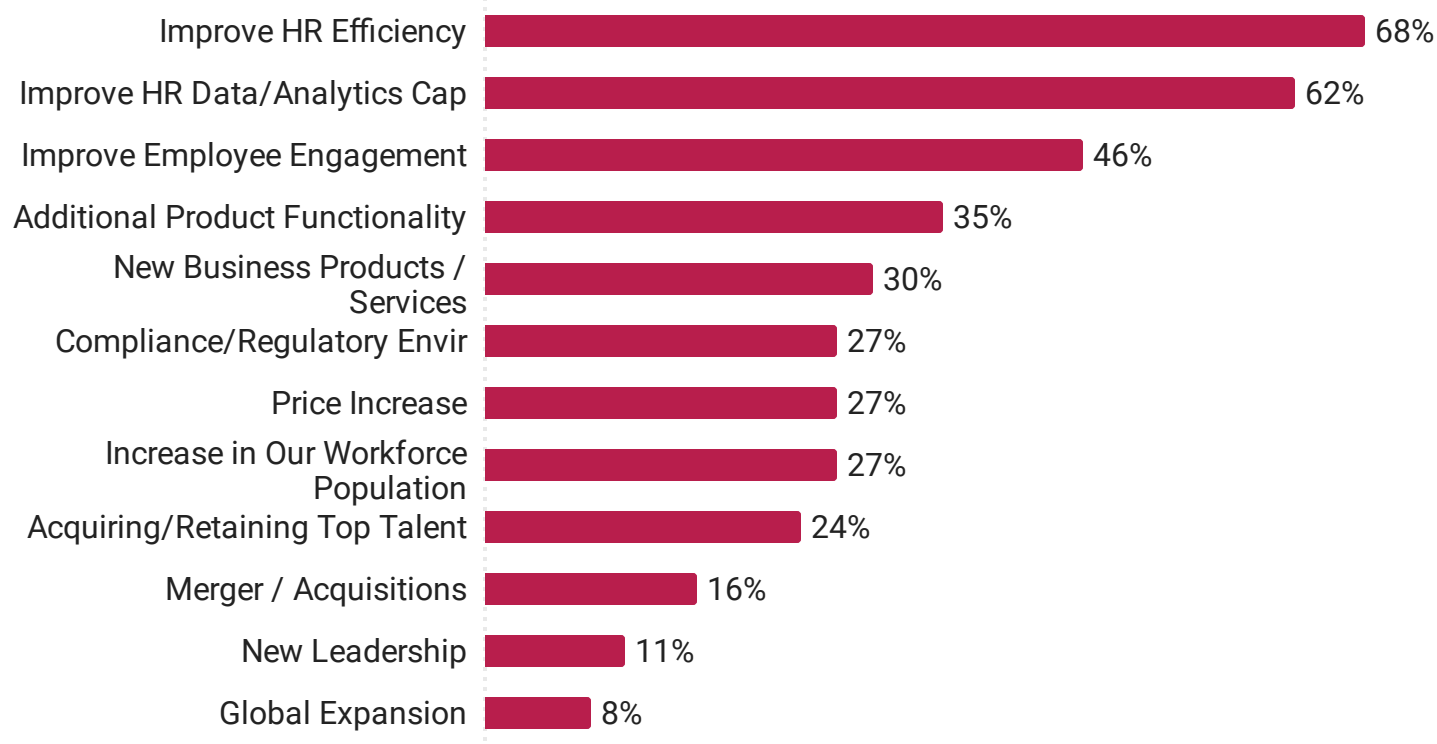
Will **Overall Spending for HR Technologies** at your organization Increase, Stay the Same, or Decrease for the next year?



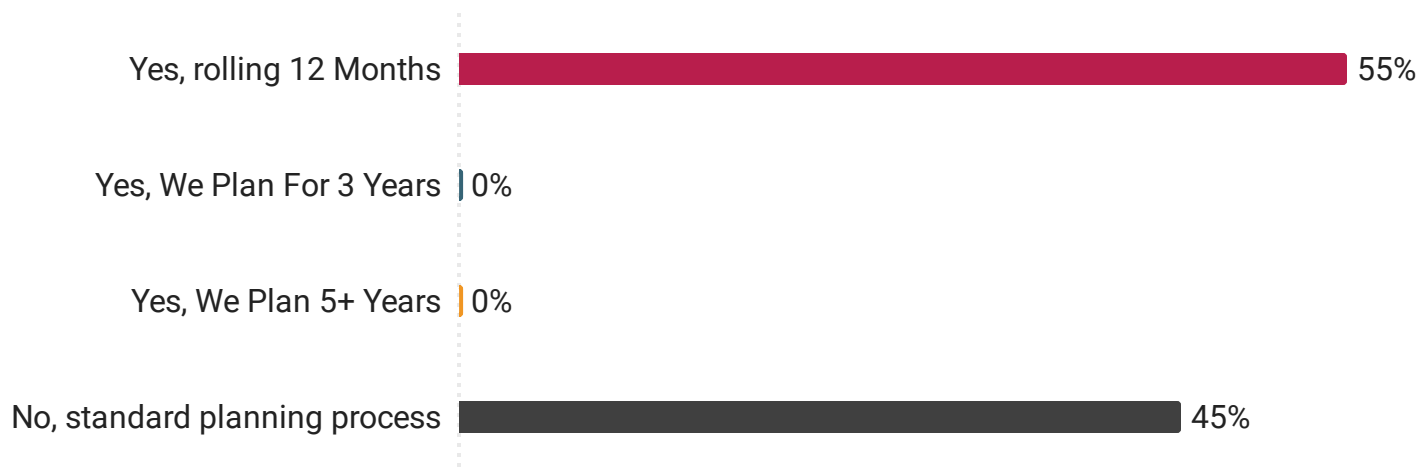
Please identify the **HR Application Categories** in which your organization plans to **Increase spending** - Top Five



What are the **Key Drivers** behind the **Increase** in spending for HR Technologies?



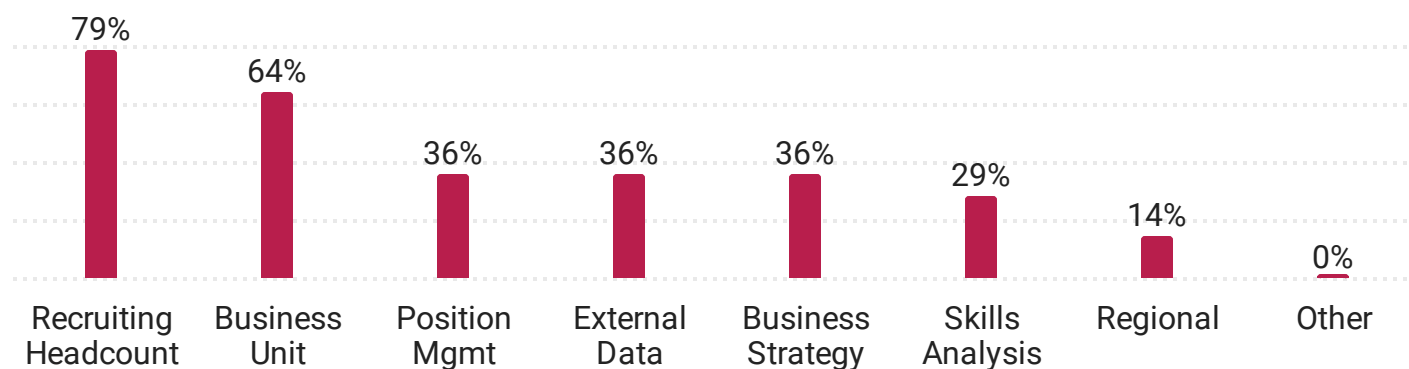
Does your organization conduct any form of **Workforce Planning / Headcount Planning** in your Organization?



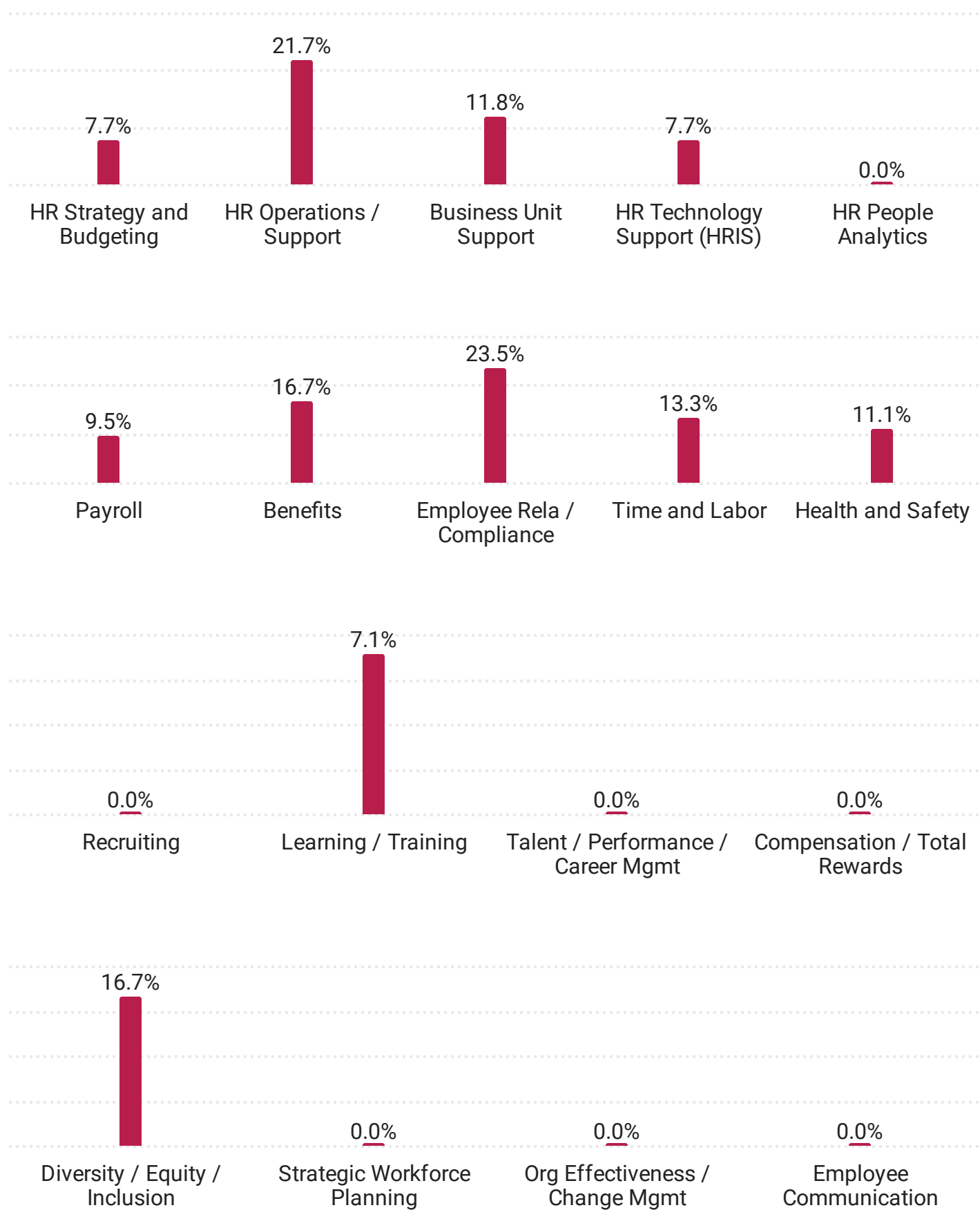
Please select the level of **Workforce Planning** being conducted at your organization.



Which data is included in your **Enterprise Workforce Planning Process**?



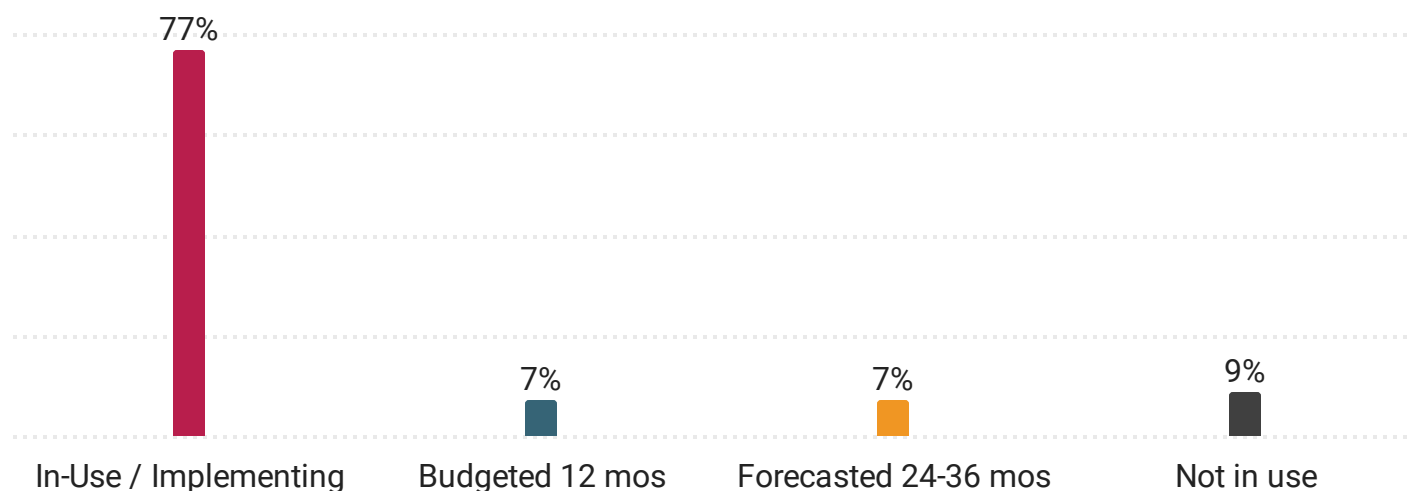
Will **Headcount** in the following areas at your organization **Increase**?



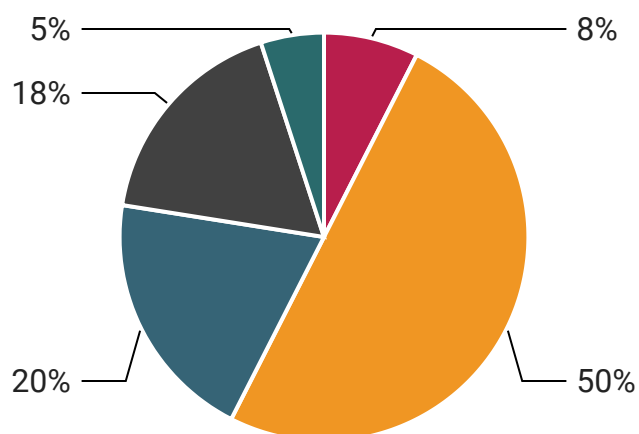
DISTRIBUTOR LINK

SYSTEMS ADOPTION DATA

Please identify the Current status of use of the **Core HR Management Solution(s)** at your organization.

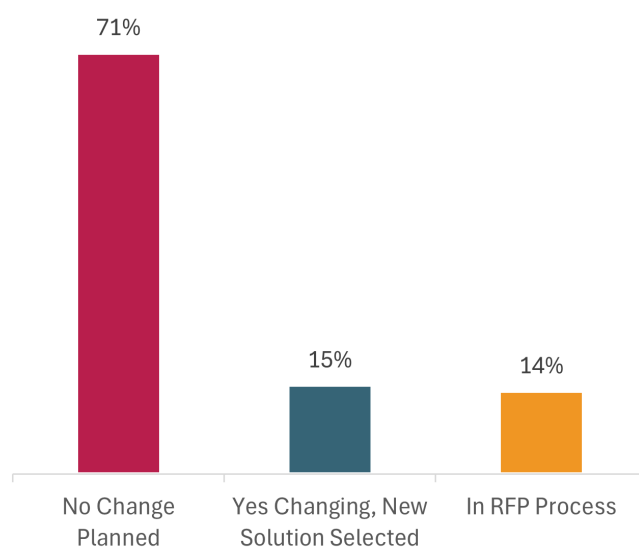


Core HRMS Systems Meeting Needs



- Always
- Most of the Time
- About Half the Time
- Sometimes
- I don't know

Core HRMS Change Plans

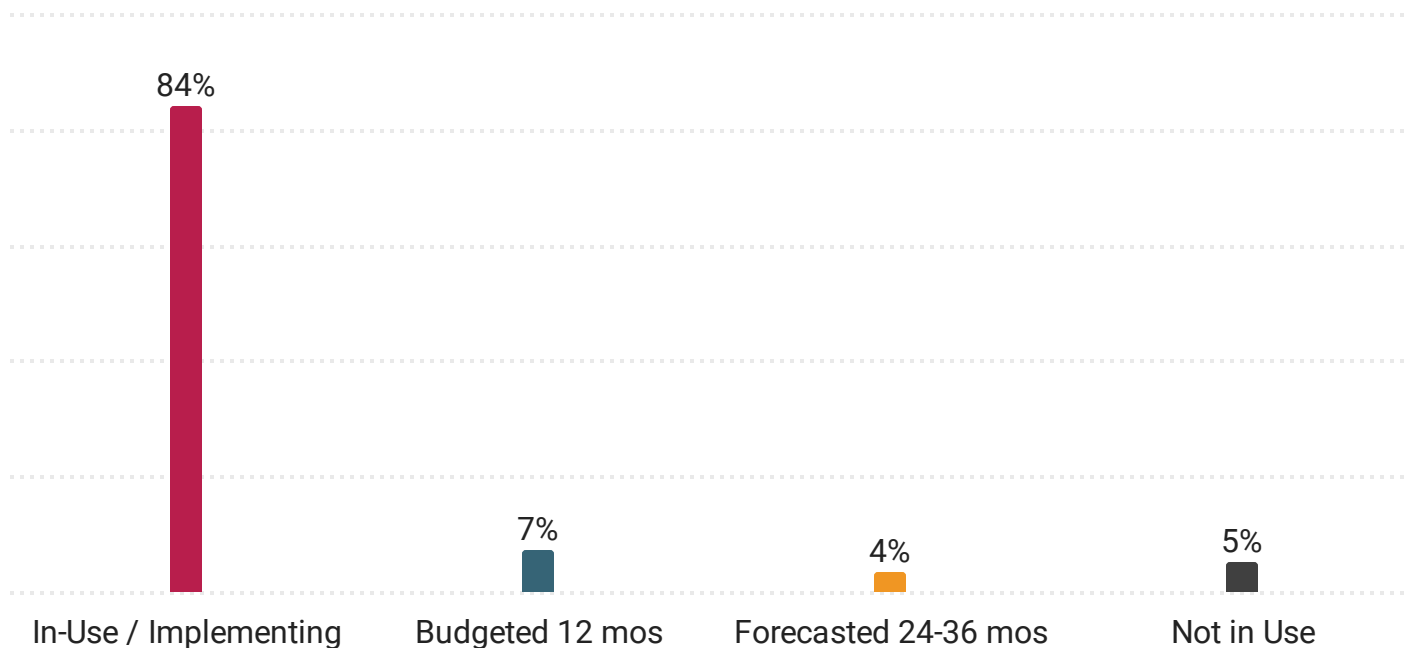


Please identify all **Core HR Management Solution(s)** In-Use Today by your organization.

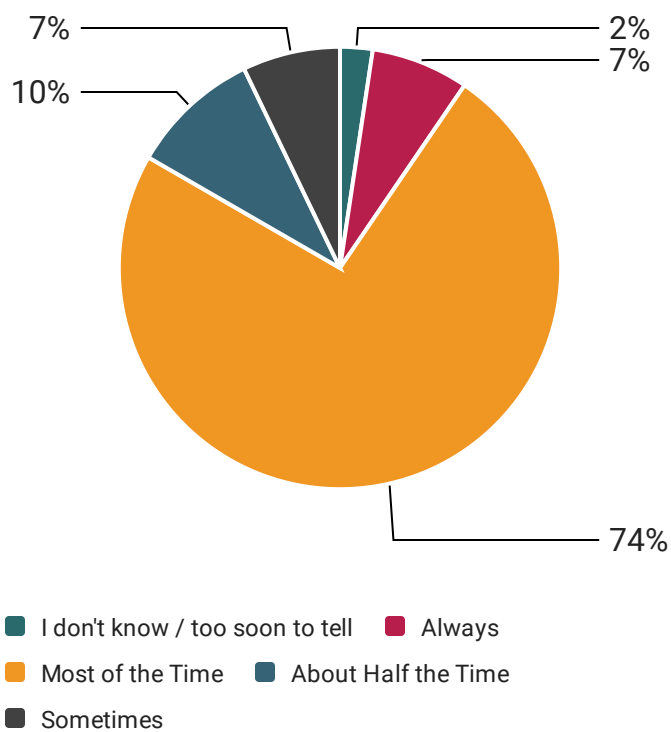
Field	Choice Count
Other Solution	19
Office Productivity Tools (Excel etc.)	5
Frontier chris21	5
SAP SuccessFactors	4
In-house Developed	4
Workday	3
Cornerstone	3
SAP HCM	2
Microsoft Dynamics 365	2
HiBob	2
ADP (Excluding Run or WF Now)	2
UKG Pro	1
Sage HRMS	1
Paycor	1
Paychex	1
Oracle PeopleSoft	1
Oracle HCM	1
Dayforce (Ceridian)	1
BambooHR	1
Aurion	1
ADP Workforce Now	1
Zoho	0
Visma Raet	0
Unit4	0
UKG Ready	0
Tyler Technologies	0

TriNet	0
SDWorx	0
Sage People	0
Rippling	0
Ramco	0
PeopleStrong	0
Paylocity	0
Paycom	0
Oracle E-Business Suite	0
Netchex	0
NEOGOV	0
Namely	0
isolved	0
Insperty	0
Infor HCM	0
Gusto	0
Epicor	0
Employee Navigator	0
Ellucian Banner	0
Cegid	0
ADP Run	0

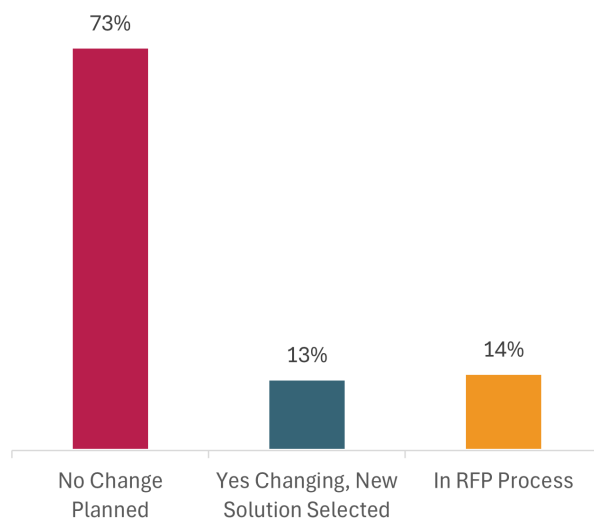
Please identify the Current status of use for a **Payroll Application** at your organization.



Payroll Systems Meeting Needs



Payroll Change Plans

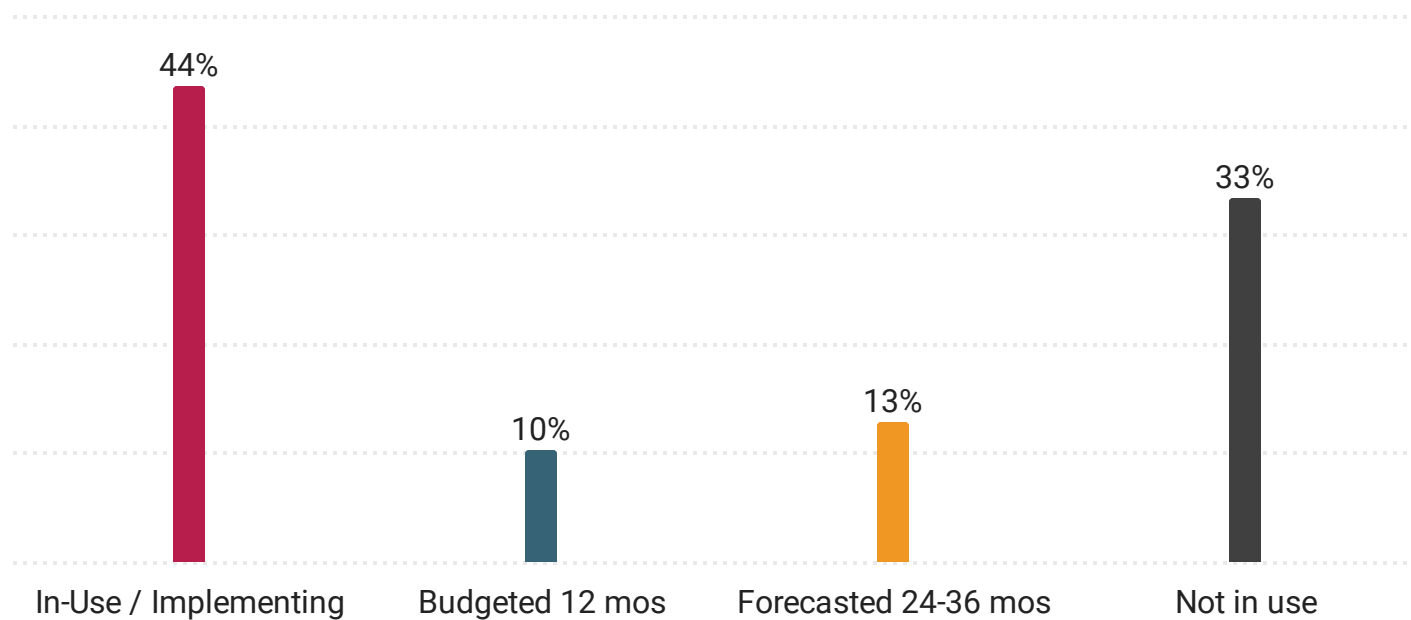


Please identify all **Payroll Solution(s)** In-Use Today by your organization.

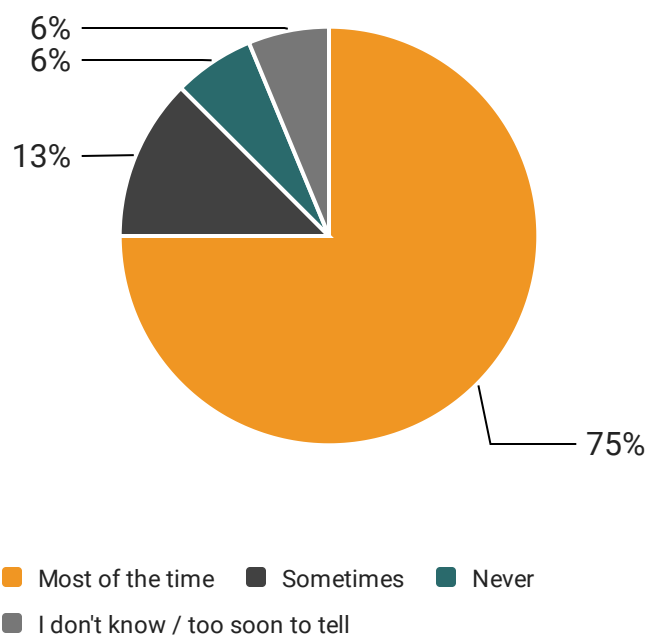
Field	Choice Count
Other Solution	27
Frontier chris21	10
Office Productivity Tools (excel, etc)	6
In-house Developed	3
Ceridian Dayforce	3
Workday	2
Oracle PeopleSoft	2
Microsoft Dynamics 365	2
ADP (Excluding Run or WF Now)	2
Unit4	1
SDWorx	1
SAP SF Employee Central	1
SAP HCM	1
Safeguard	1
Paycor	1
Oracle HCM	1
Oracle E-Business Suite	1
Aurion	1
Asure	1
ADP Workforce Now	1
ADP Run	1
Visma Raet	0
UKG Ready	0
UKG Pro	0
Tyler Technologies	0
TriNet	0
SAGE HRMS	0

Rippling	0
Ramco	0
PeopleStrong	0
Paylocity	0
Paycom	0
Paychex	0
Papaya Global	0
Oyster	0
Neeiamo	0
Namely	0
JustWorks	0
isolved	0
Intuit Quickbooks	0
Insperty	0
Infor HCM	0
Gusto	0
CloudPay	0
Cegid	0
BambooHR	0
Atlas HXM	0
Alight	0

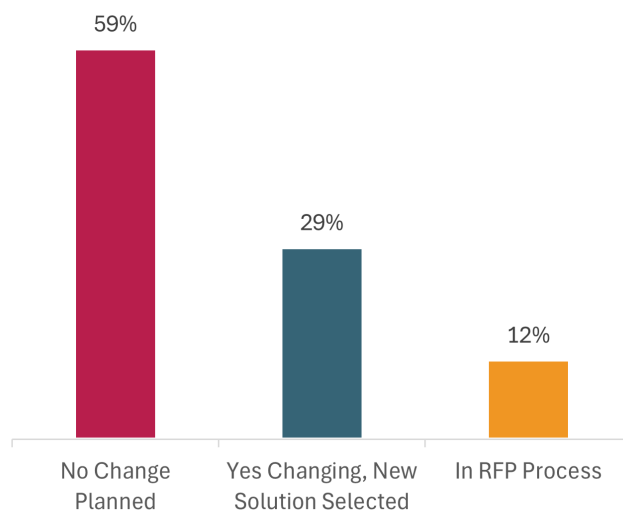
Please identify the Current status of use for the **Benefits Solution(s)** at your organization.



Benefits Systems Meeting Needs

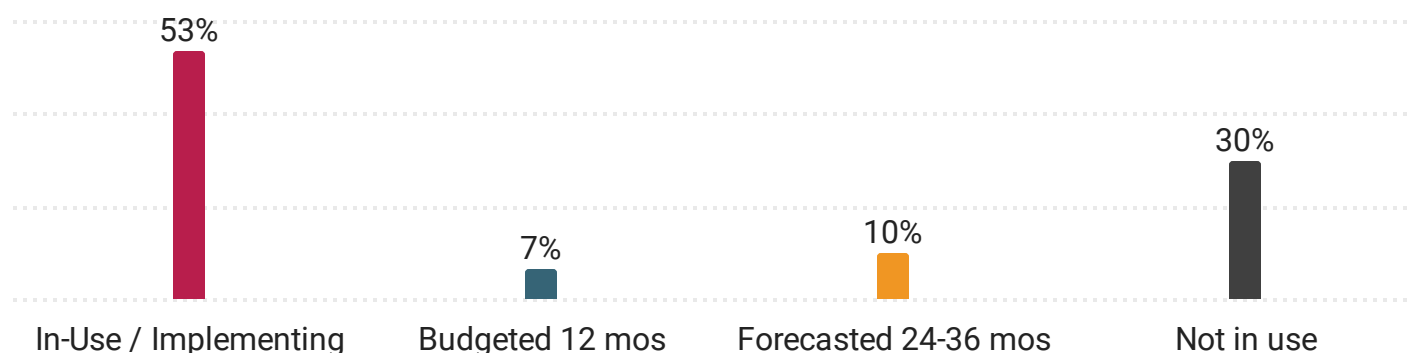


Benefits Change Plans

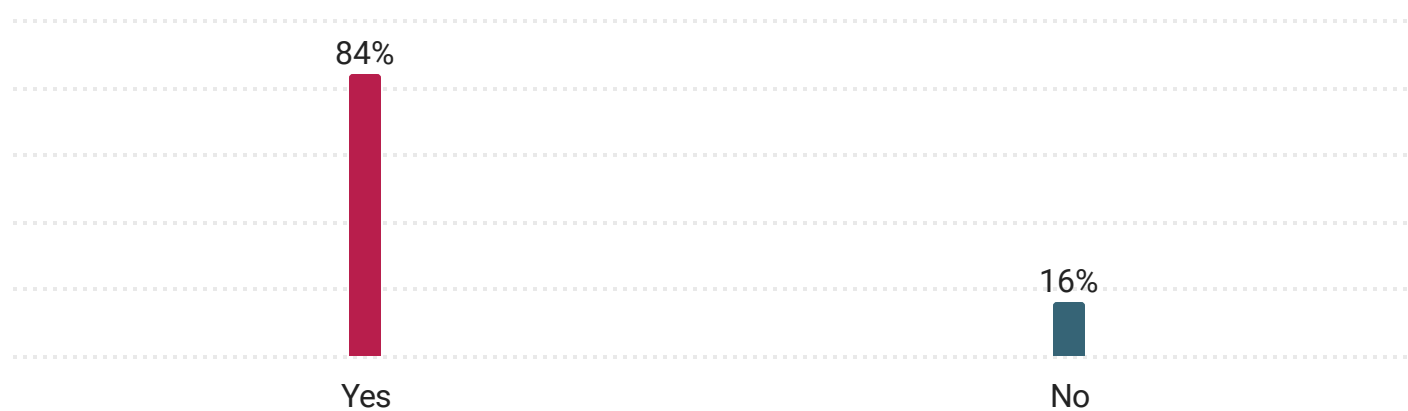


Please identify the Current status of use for the **HR Service Delivery Solution(s)** at your organization.

Portal / Communications Solutions



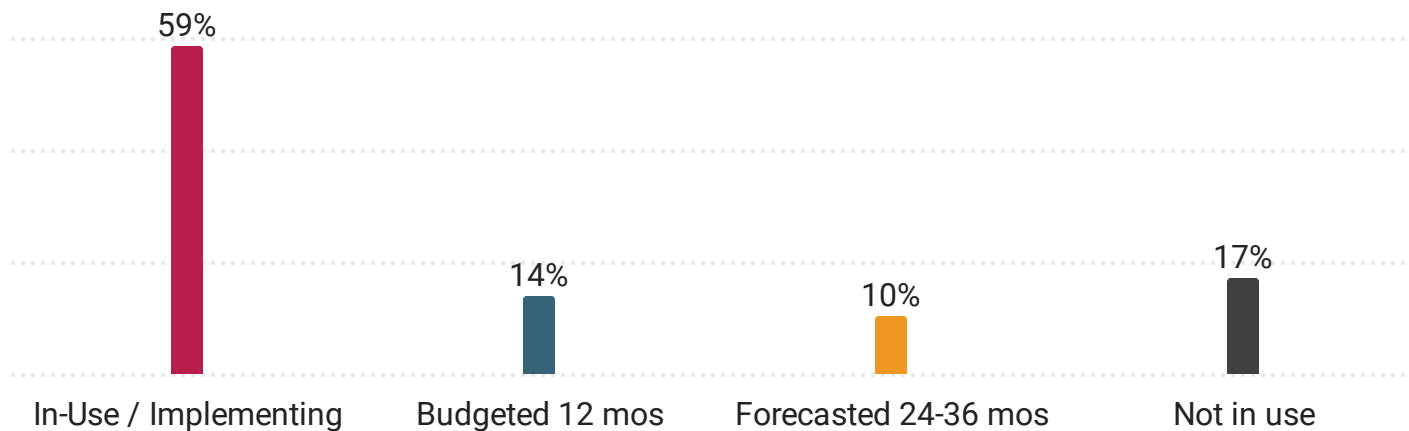
Do you have **Employee Self-service** in use at your organization?



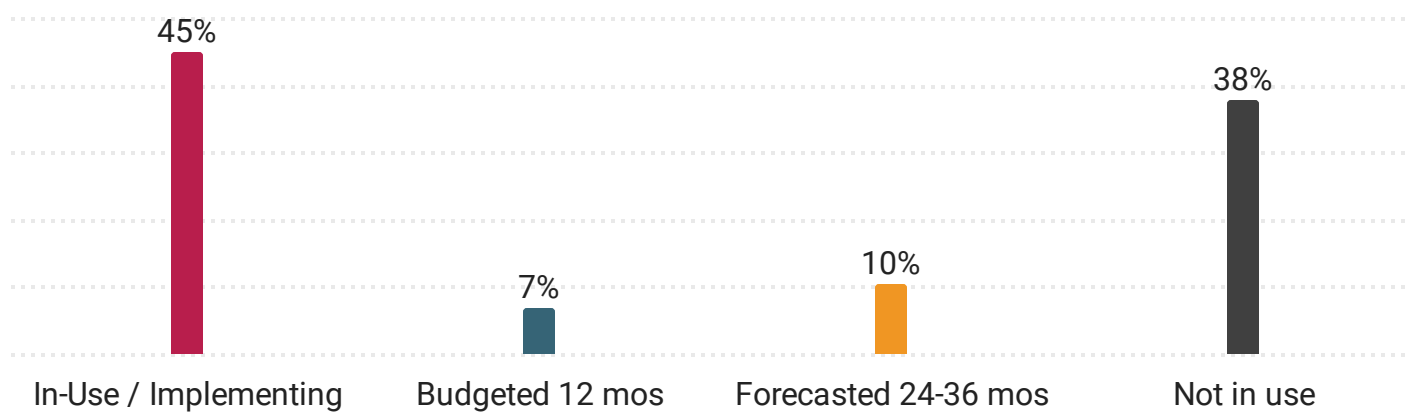
Do you have **Manager Self-service** in use at your organization?



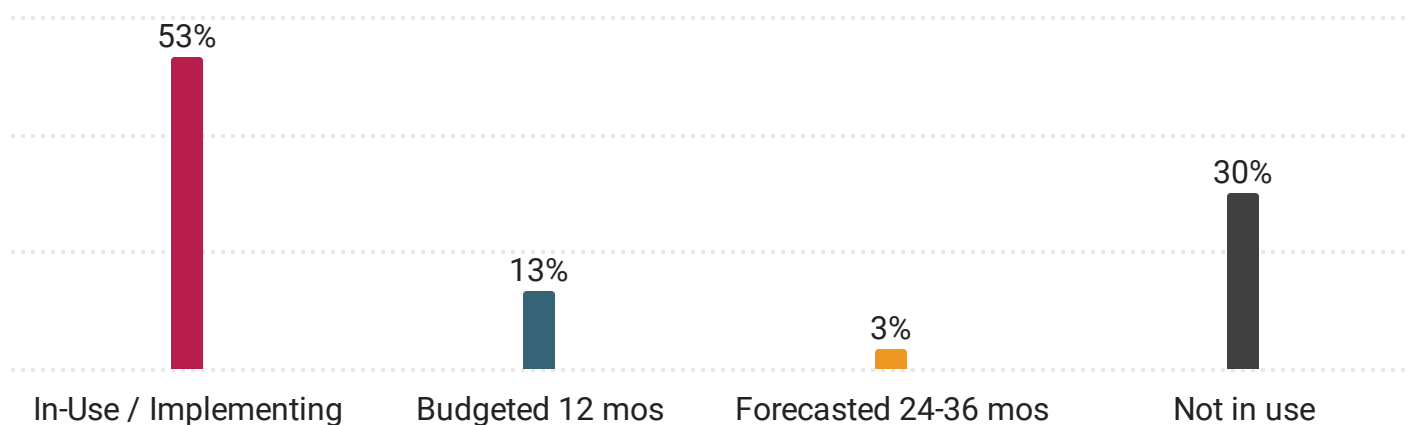
Content Management



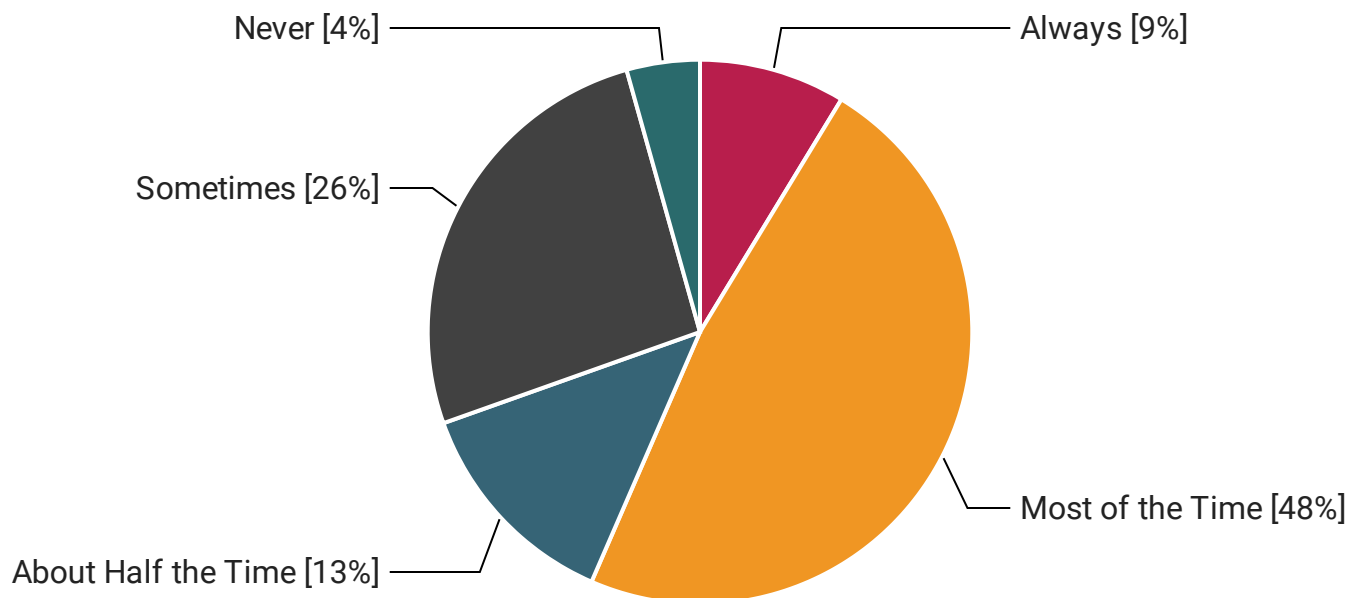
Employee Help Desk / Case Management



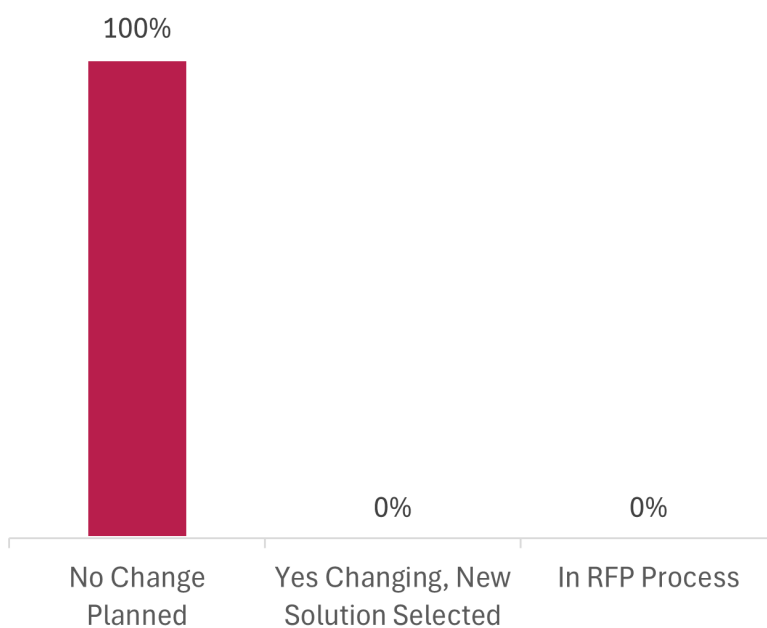
Survey / Feedback



HRSD Systems Meeting Needs

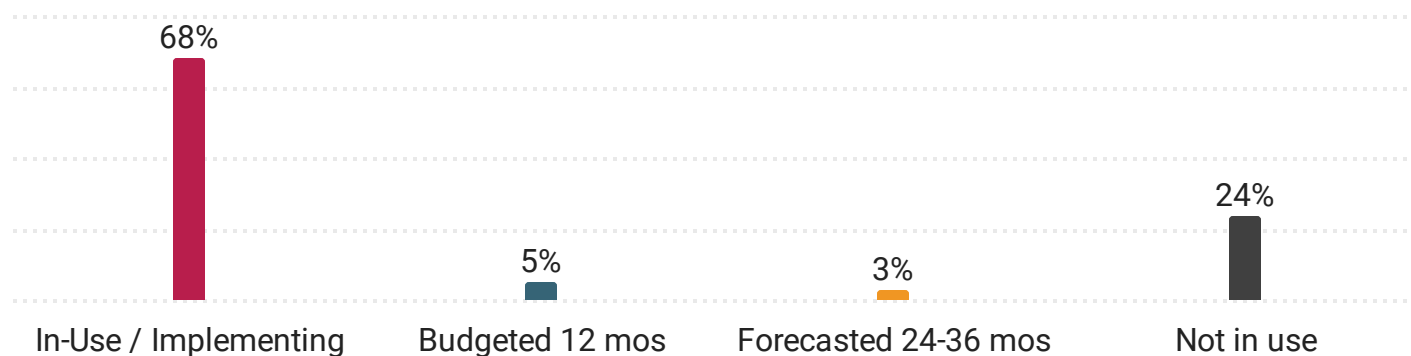


HRSD Change Plans

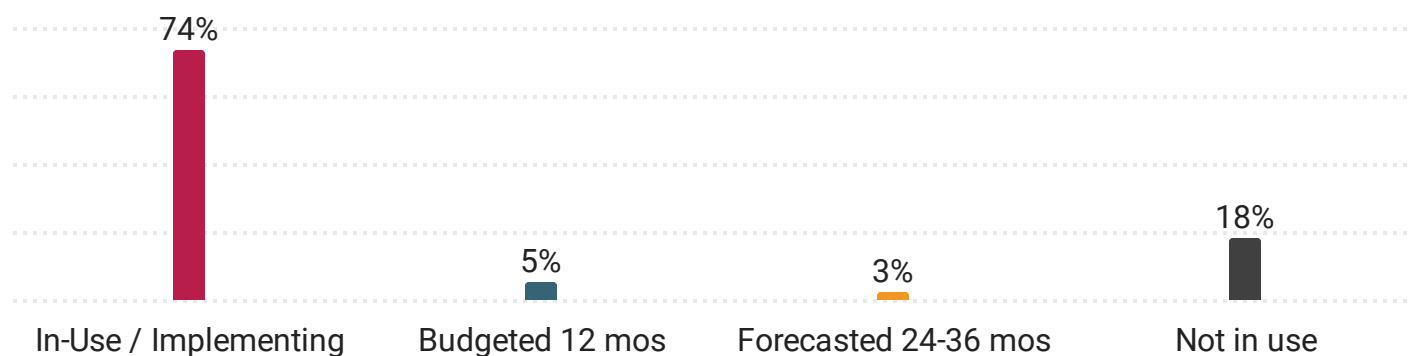


Please identify the Current status of use for the following **Time Management Solution(s)** at your organization.

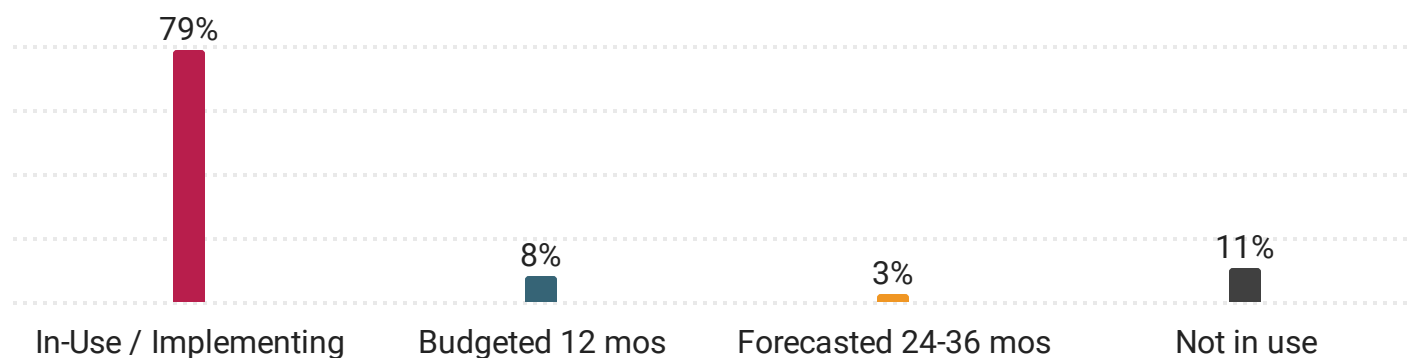
Time & Attendance / Time & Labor



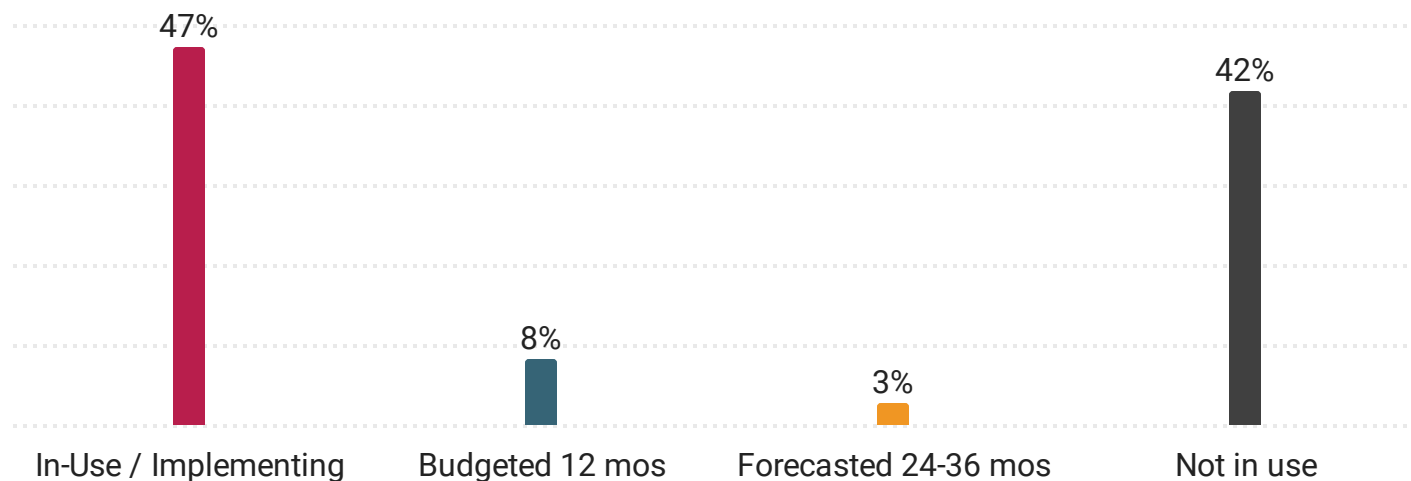
Absence Management



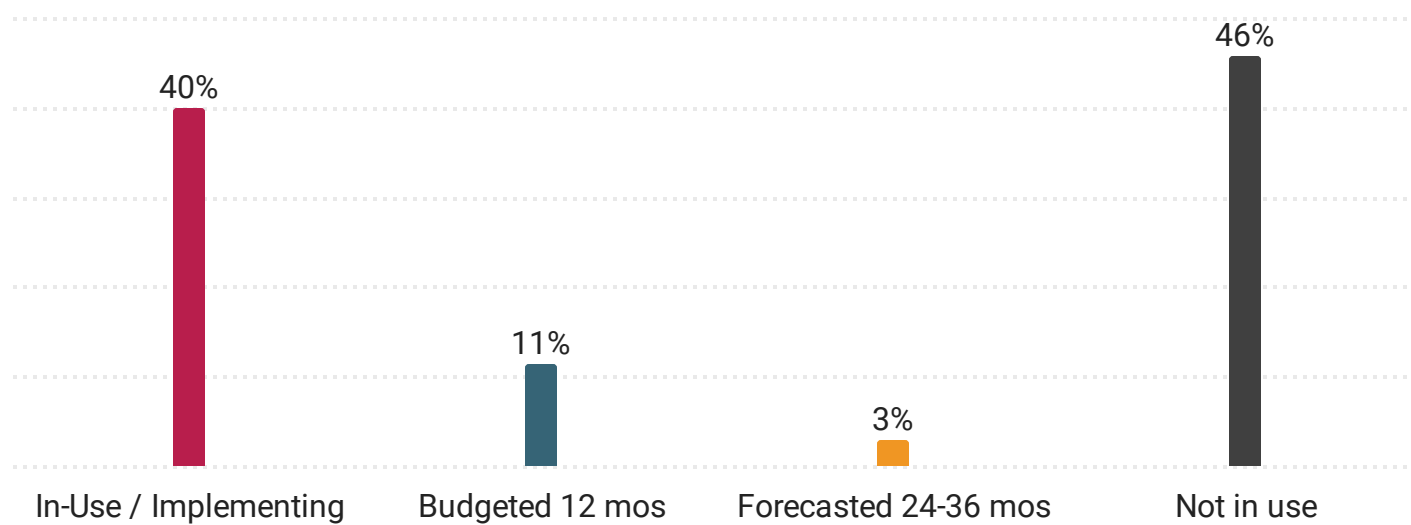
Leave Management



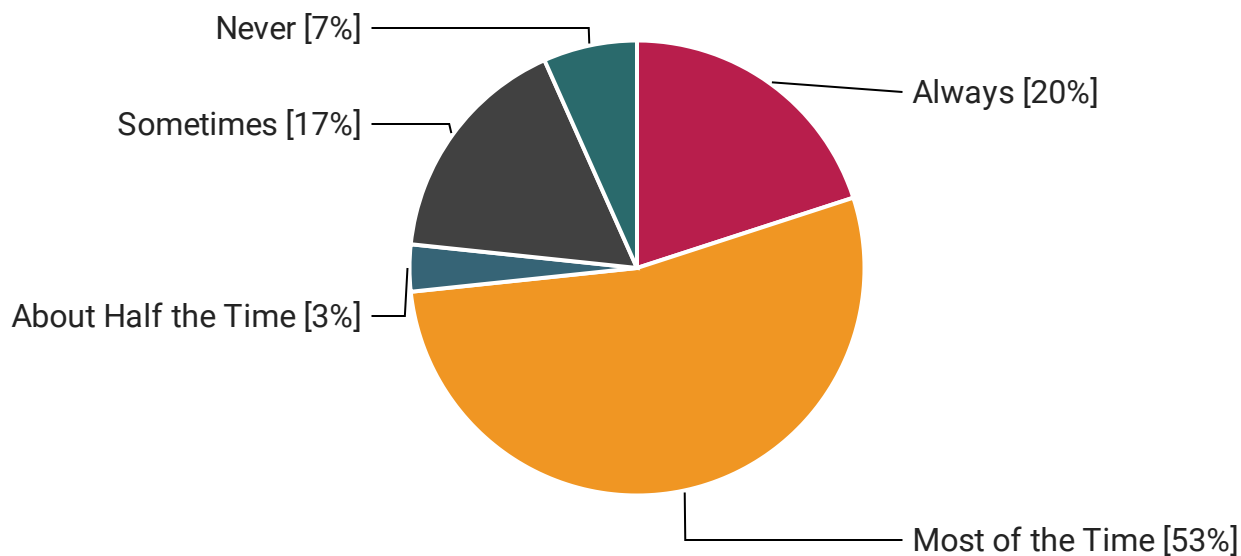
Workforce / Labor Scheduling



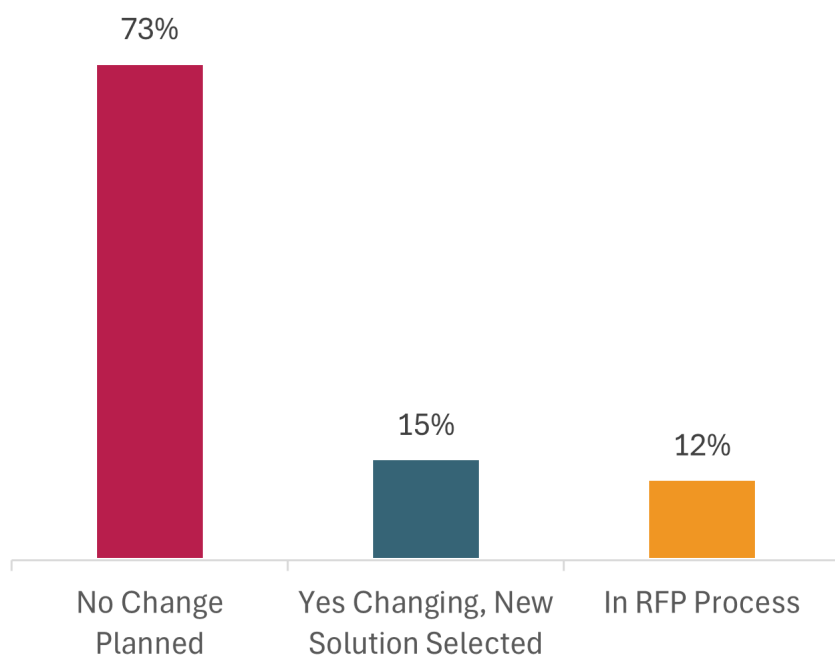
Workforce / Labor Budgeting & Forecasting



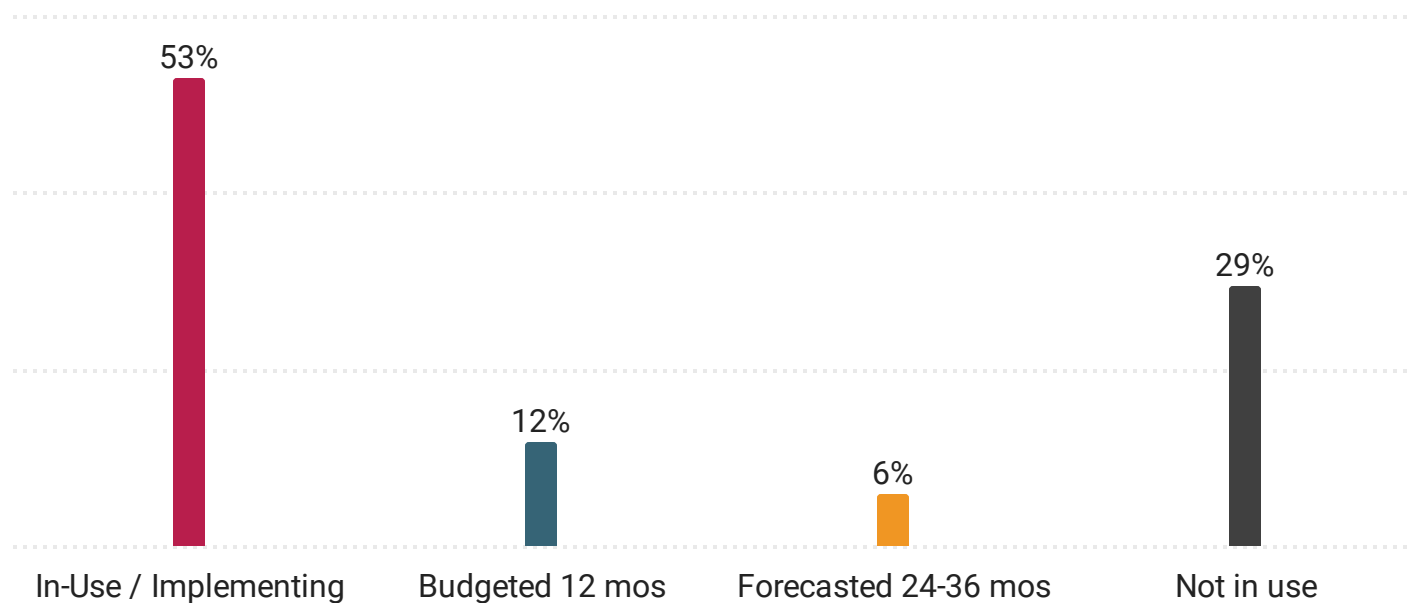
Time Management Systems Meeting Needs



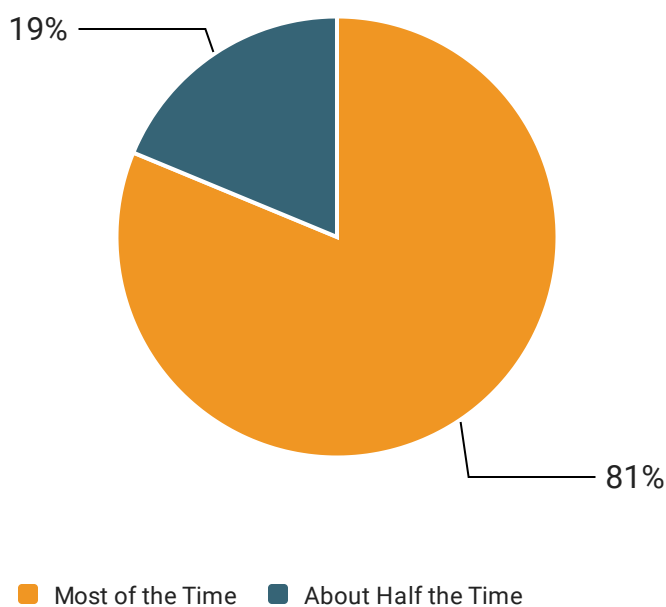
Time Management Change Plans



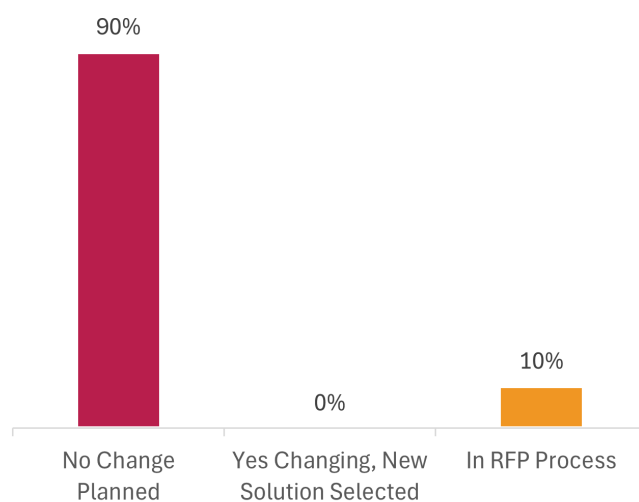
Please identify the Current status of use for your **Learning & Development Solution(s)** at your organization.



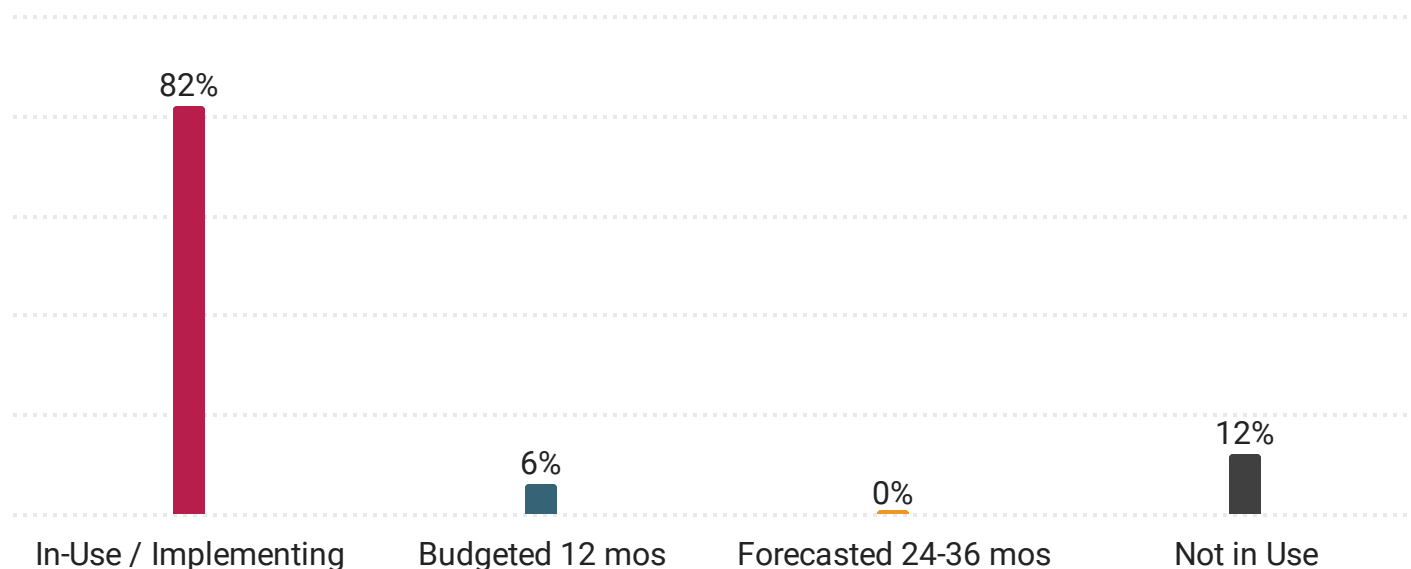
Learning & Development Systems Meeting Needs



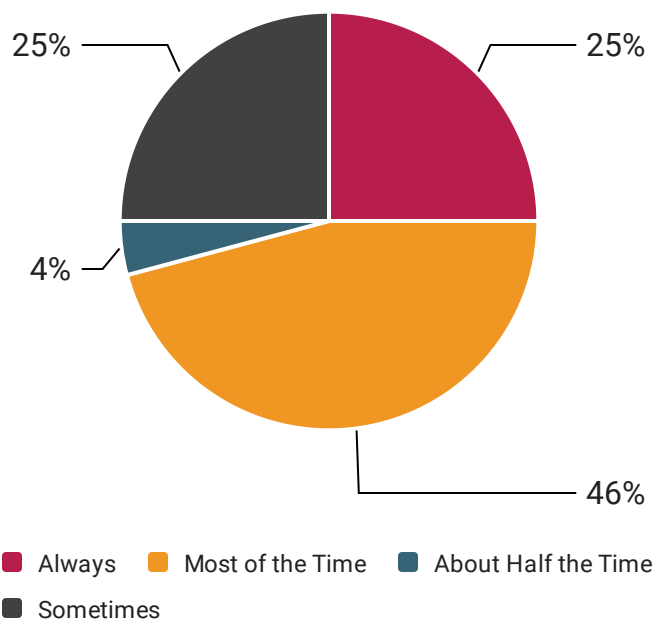
Learning & Development Change Plans



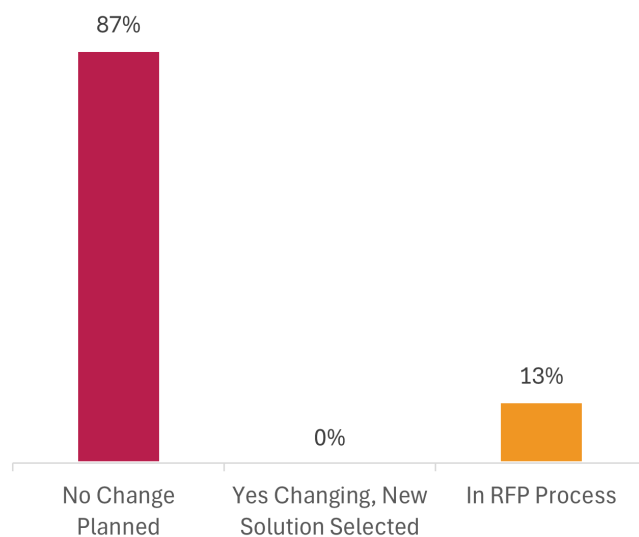
Please identify the Current status of use for the following **Recruiting / Talent Acquisition Solution(s)** at your organization.



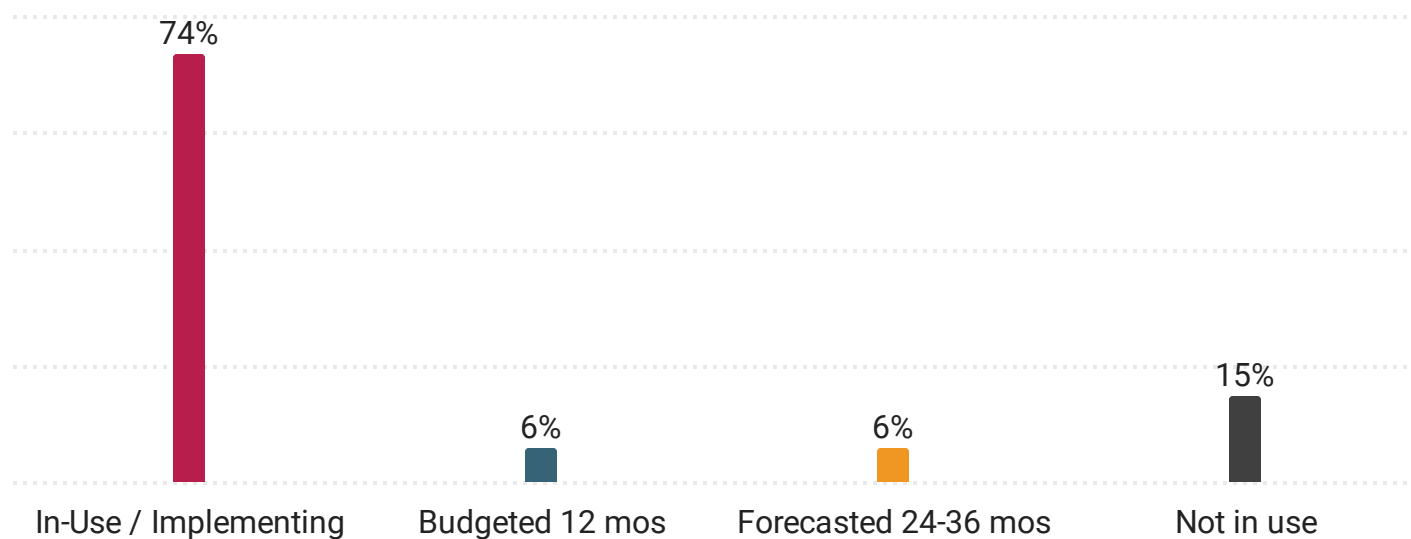
Recruiting Meeting Needs



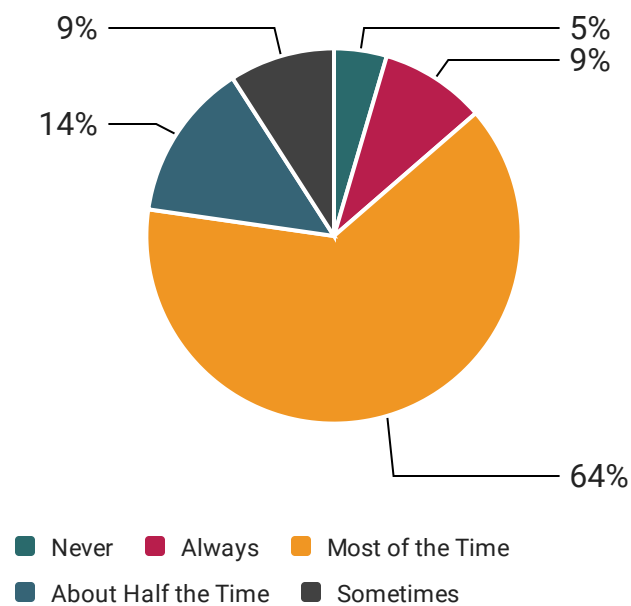
Recruiting Change Plans



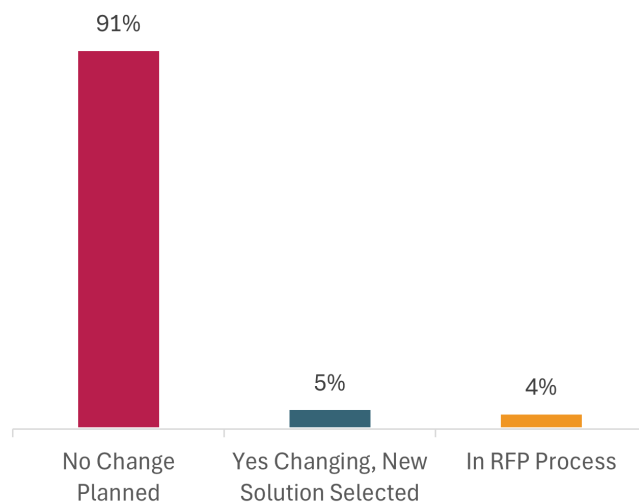
Please identify the Current status of use for the **Performance Management Solution(s)** at your organization.



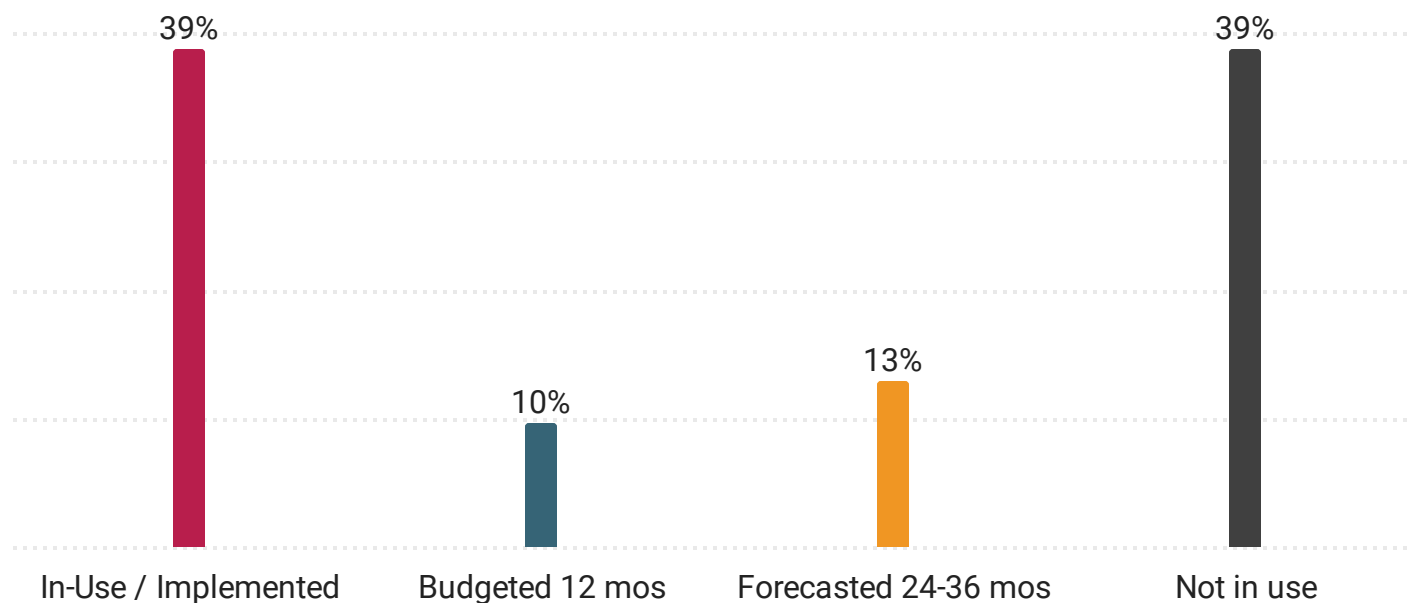
Performance Management Meeting Needs



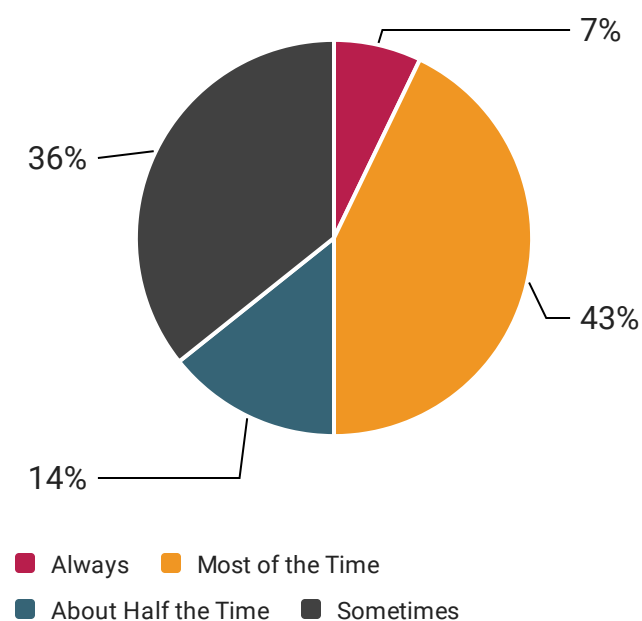
Performance Management Change Plans



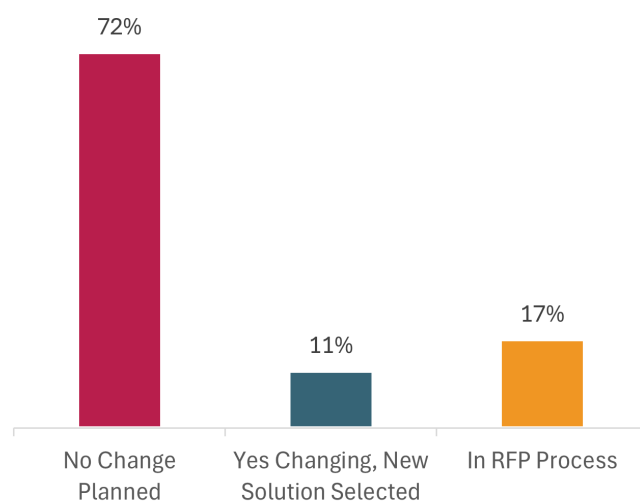
Please identify the Current status of use for an **HR Analytics and Planning Solution(s)** at your organization.



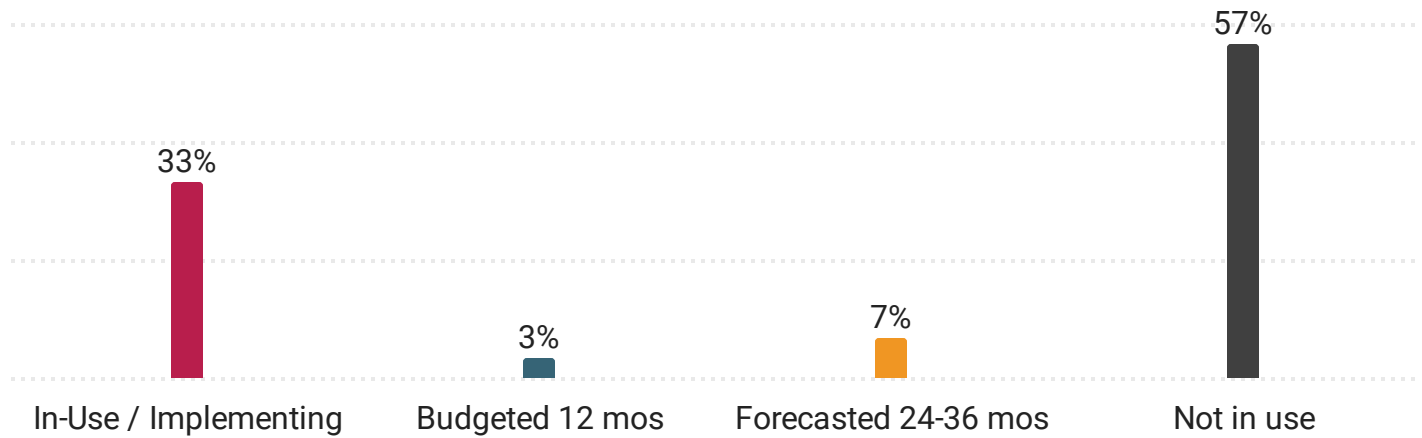
Analytics Solutions Meeting Needs



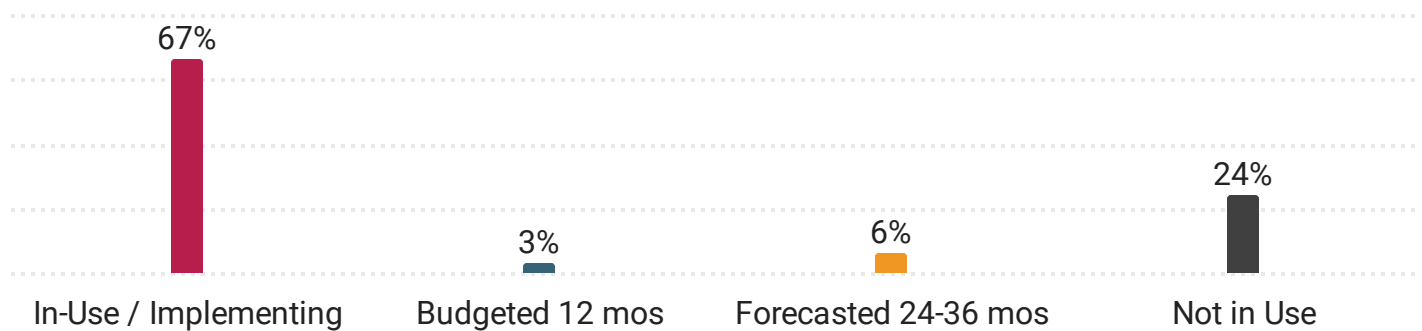
Analytics & Planning Change Plans



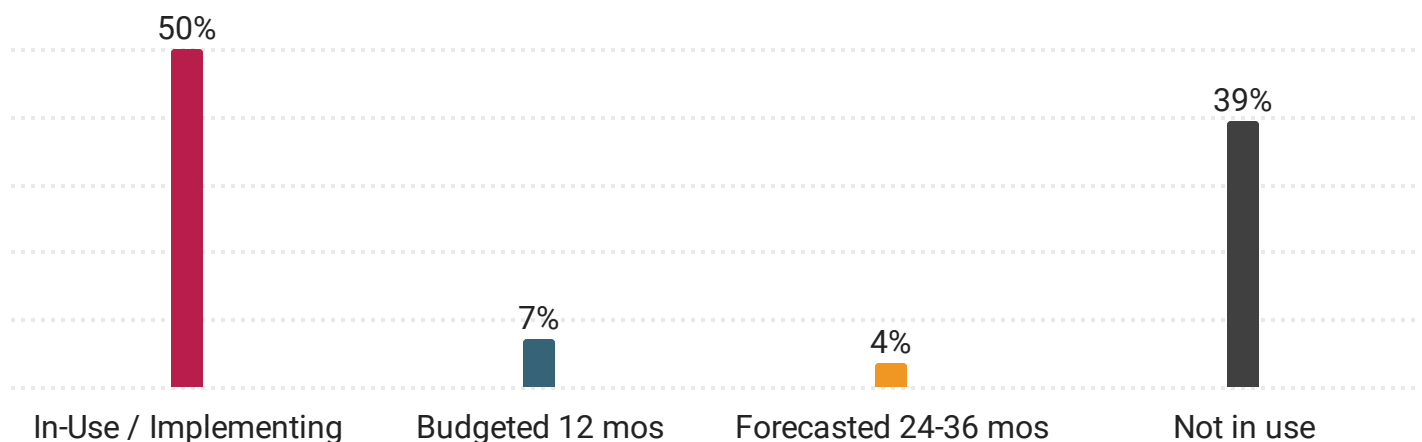
Please identify the Current status of use for your **Succession / Career Mobility Solution(s)** at your organization.



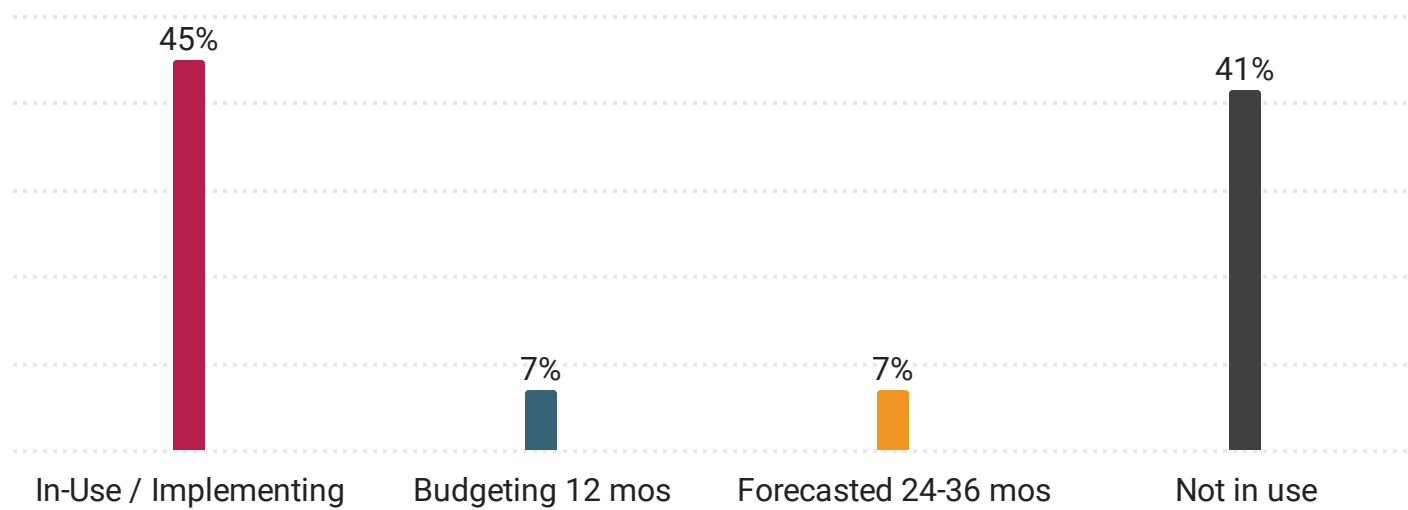
Please identify the Current status of use for your **Onboarding / Transition Solution(s)** at your organization.



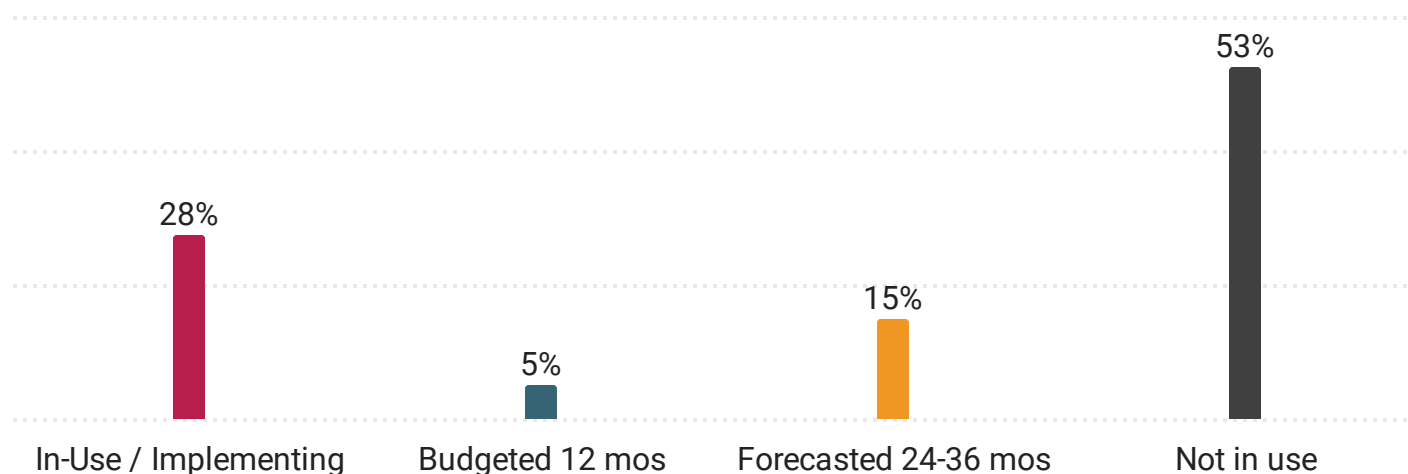
Please identify the Current status of use for the following **Compensation Management Solution(s)** at your organization.



Please identify the Current status of use for the **Rewards & Recognition Solution(s)** at your organization.



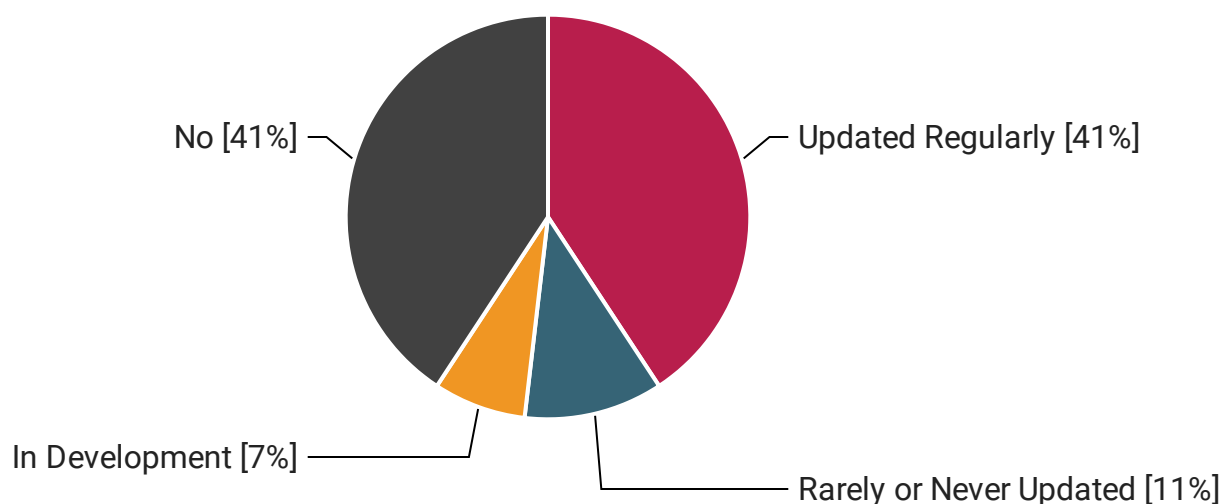
Please identify the Current status of use for the **Skills Management Application(s)** at your organization.



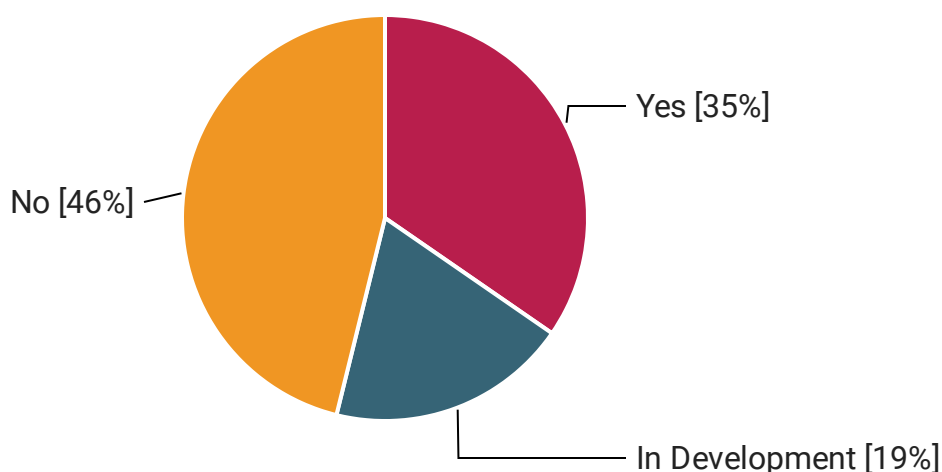
DISTRIBUTOR LINK

SYSTEM SUPPORT INSIGHTS

Does your organization have an **Overall Systems Integration Strategy**?



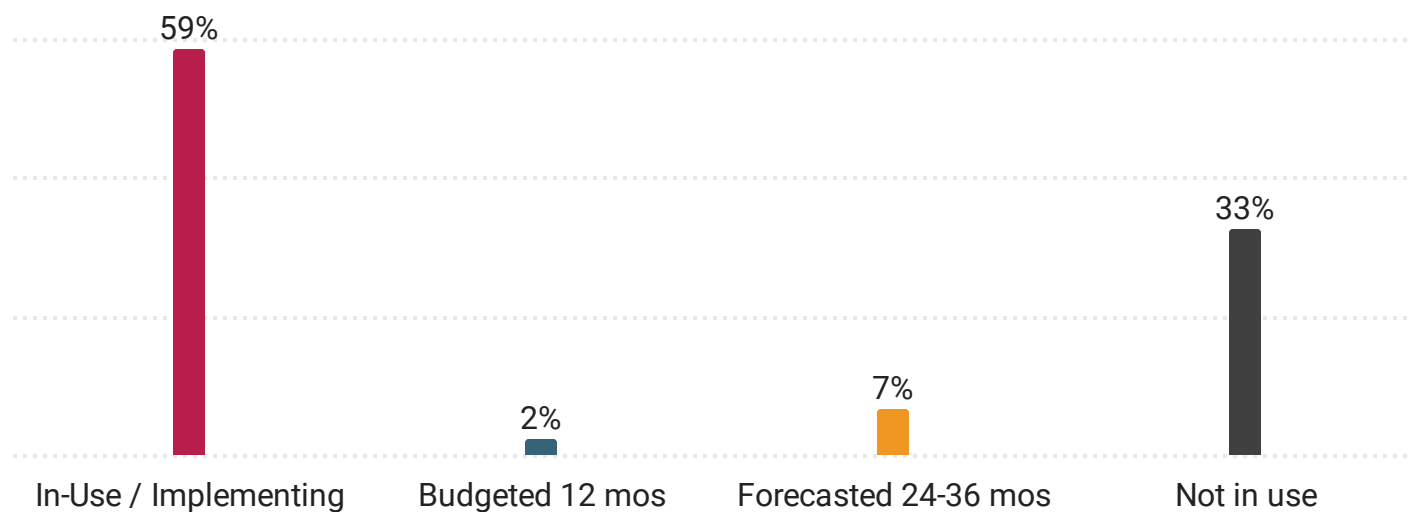
Does your organization have a **Single Strategy for Identifying / Managing All Employee Data** gathered by your organization?



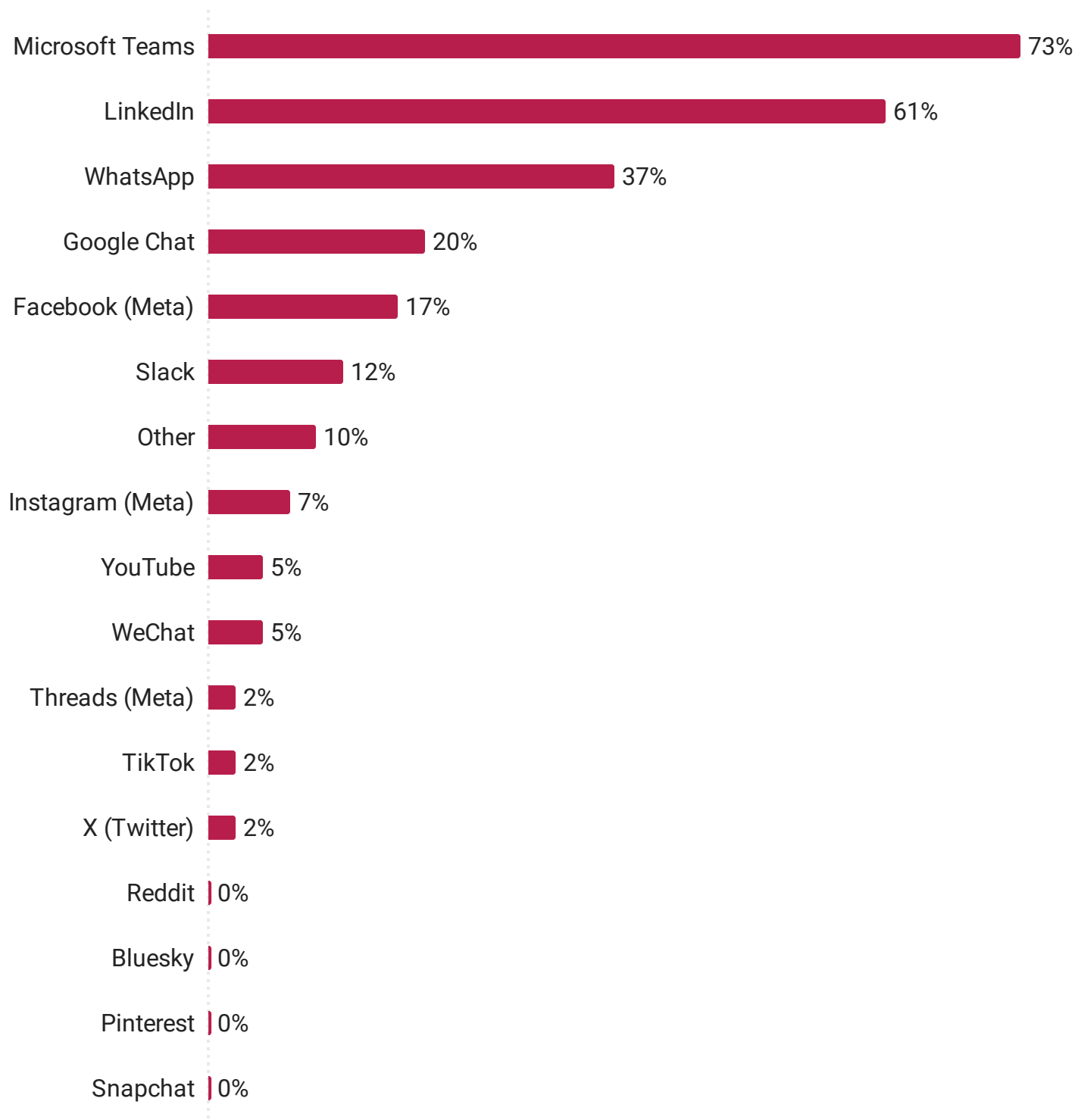
Is your organization currently using these specific **Data Collection Tools** to capture **Employee Data**?

Field	In-Use / Implementing	Budgeted 12 mos	Forecasted 24-36 mos	Not in Use
Exit Interviews	82.6%	6.5%	4.3%	6.5%
Annual Surveys	76.6%	8.5%	6.4%	8.5%
Pulse Survey	52.5%	7.5%	2.5%	37.5%
Social Media Applications	35.3%	0.0%	8.8%	55.9%
Video Monitoring / Surveillance	35.1%	5.4%	8.1%	51.4%
Mobile (GPS / Location)	33.3%	2.6%	2.6%	61.5%
Internet / Screen Monitoring	29.4%	5.9%	5.9%	58.8%
Environmental Sensors (Air Quality)	26.5%	5.9%	5.9%	61.8%
Audio Monitoring / Surveillance	26.5%	2.9%	8.8%	61.8%
Bio-metric Sensors (Fingerprint / Face)	25.0%	0.0%	9.4%	65.6%
Wearables / Badges / RFID	22.0%	4.9%	4.9%	68.3%

Is your organization currently using **Mobile-Enabled HR Technology**?



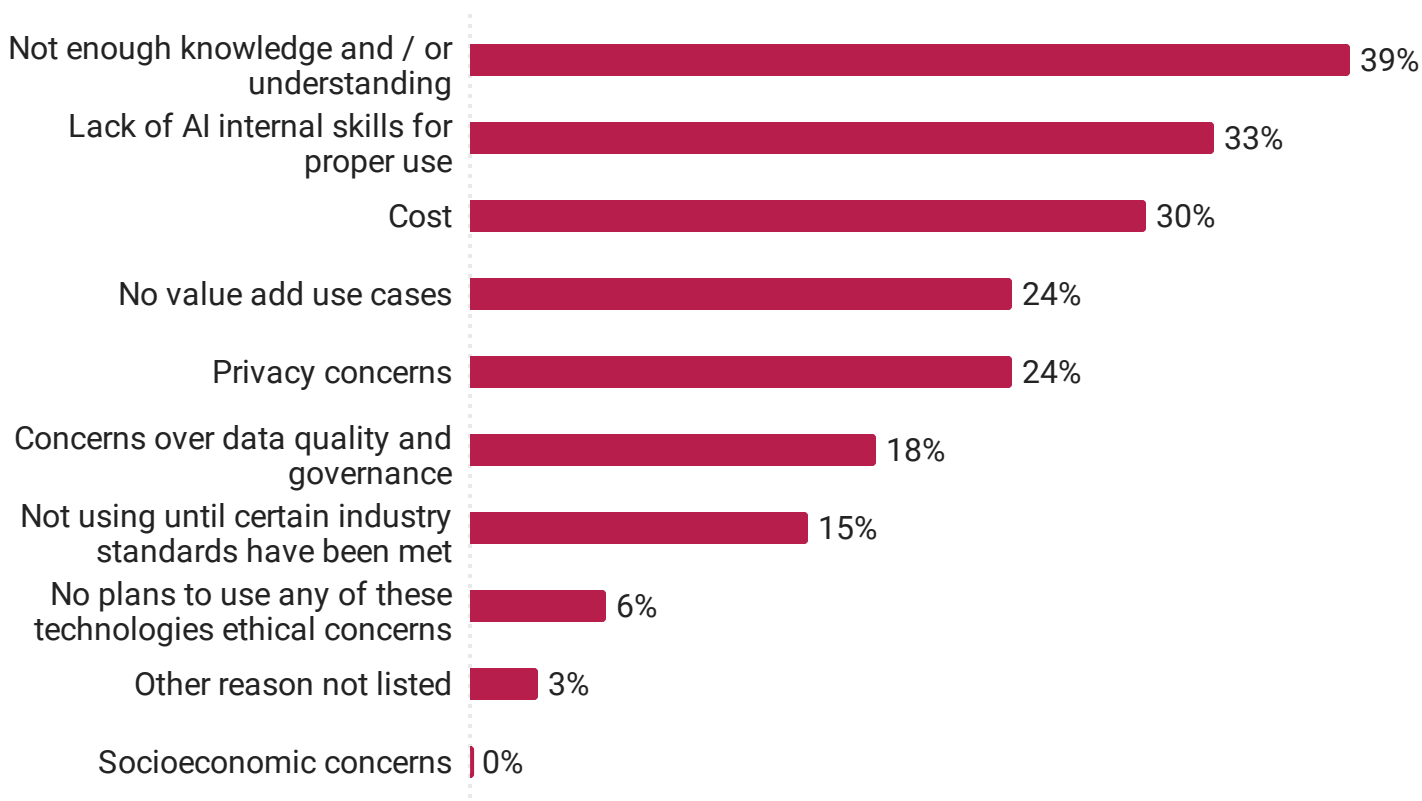
Please identify from the list below if you are currently using the following **Socially Enabled Applications for HR purposes** at your organization.



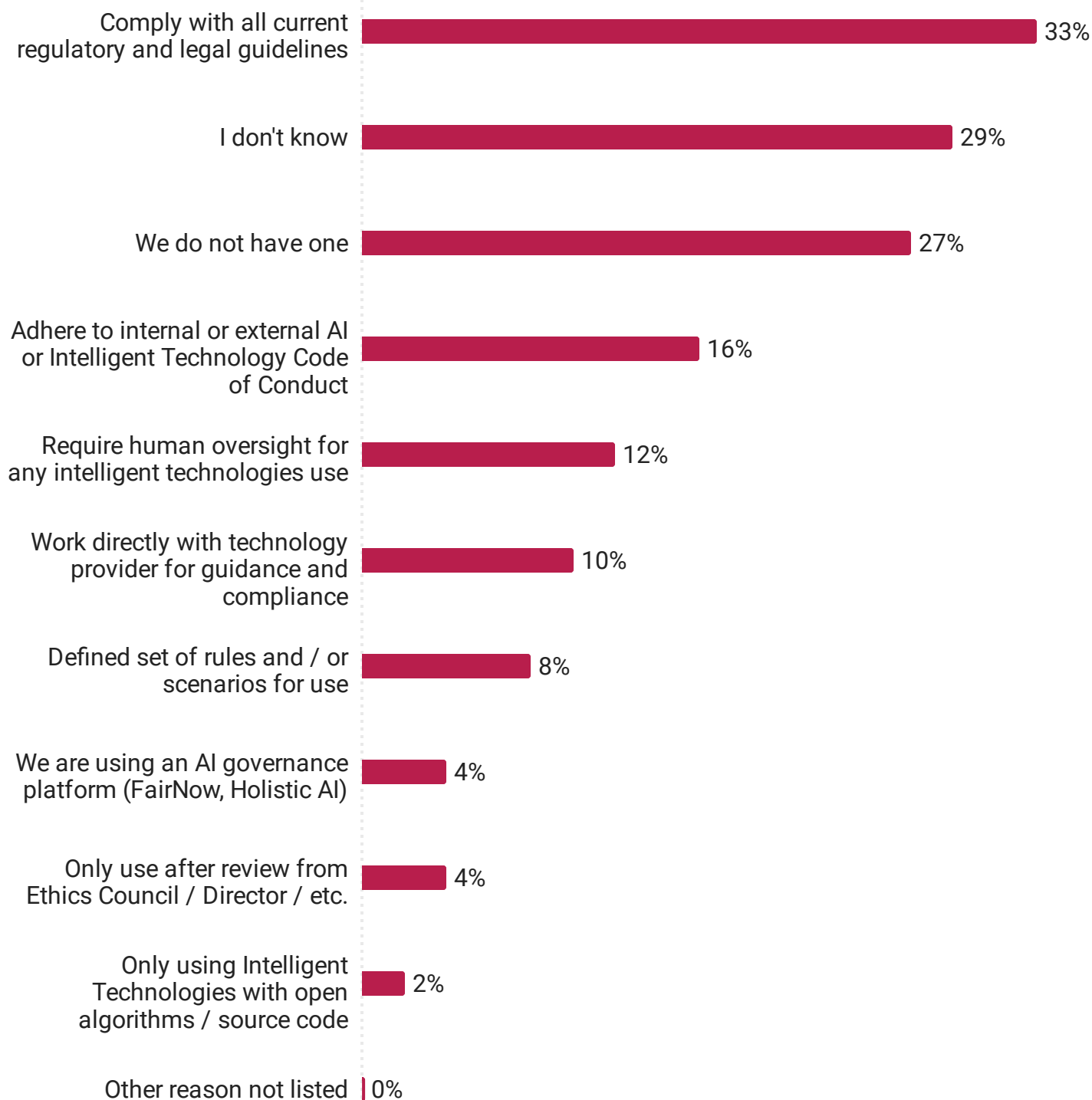
Is your organization currently using these **Intelligent Technologies**?

Field	In-Use / Implementing	Budgeted 12 mos	Forecasted 24- 36 mos	Not in Use
Benchmarking Databases	40.5%	2.7%	8.1%	48.6%
Machine Learning / AI (ChatGPT)	40.5%	4.8%	9.5%	45.2%
Chatbots	31.0%	4.8%	11.9%	52.4%
Robotics Process Automation (RPA)	19.0%	4.8%	14.3%	61.9%
Predictive Analytics	15.4%	10.3%	12.8%	61.5%
Virtual Reality / Metaverse	7.5%	5.0%	10.0%	77.5%
Blockchain	2.7%	2.7%	5.4%	89.2%

You said No to one of the Emerging or Intelligent Technologies platforms.
What are the **barriers to using Emerging or Intelligent Technology** for your organization?



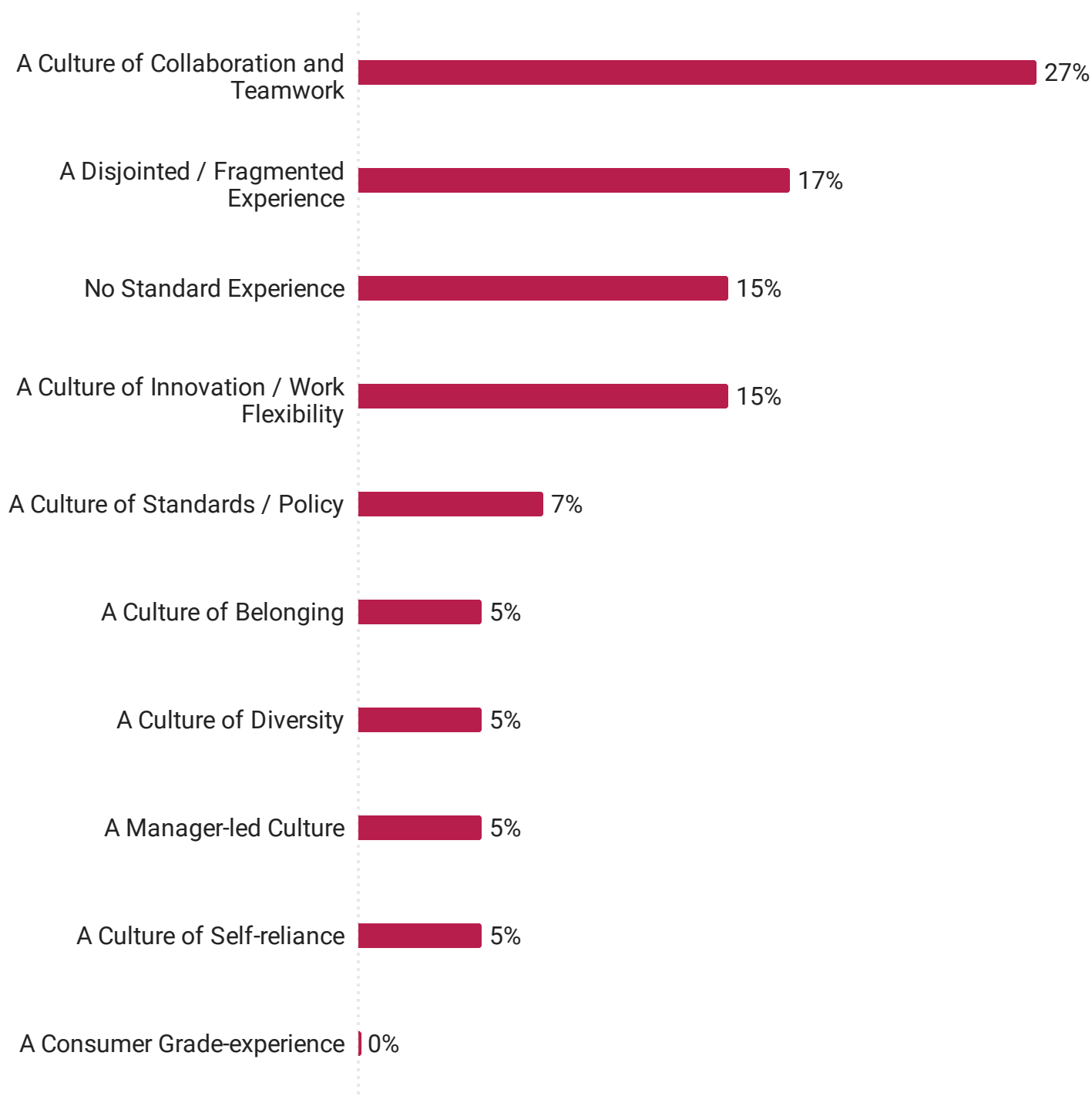
What is your organization's strategy for using Emerging or Intelligent Technology in an Ethical manner?



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EMPLOYEE ENVIRONMENT/CULTURE

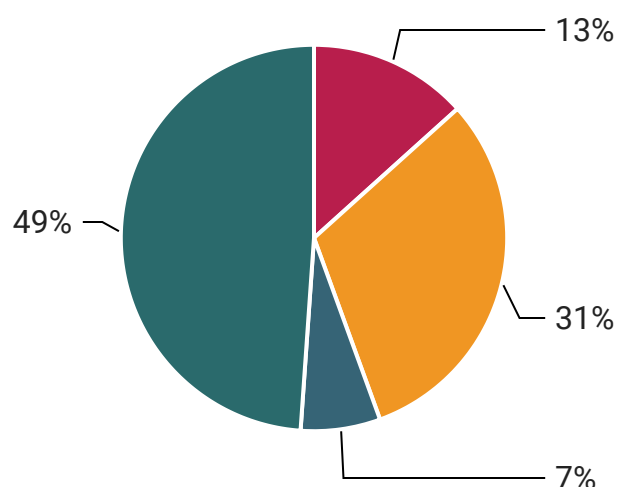
Which description best represents the **current Employee Experience** within your HR Systems and Processes?



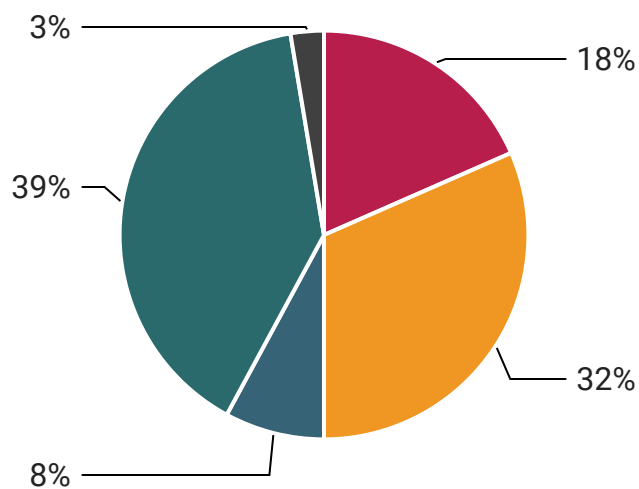
Please evaluate your organization's Approach to these **Employee Wellness Practices**.

- Reactive
- Meets Compliance Standards
- Evaluating Current Approach
- Utilizing Best Practices
- Transformative

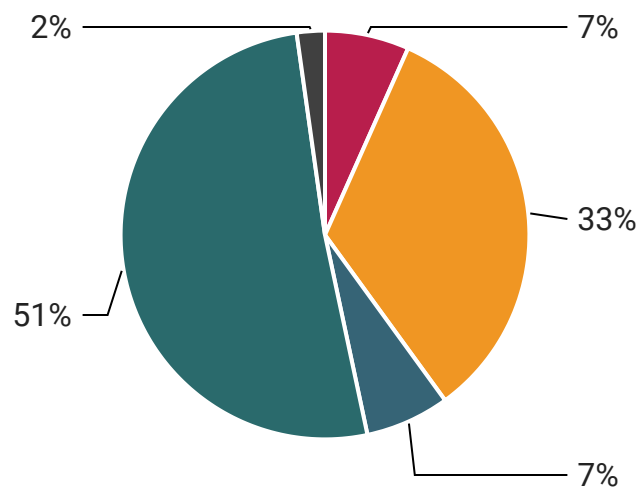
Easy access to paid family leave information & resources



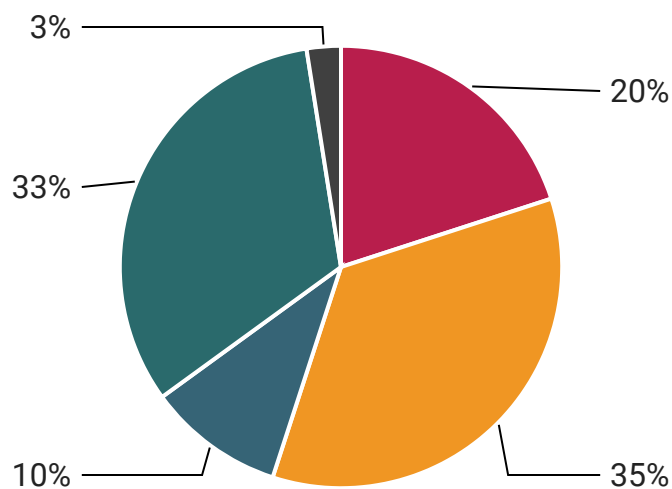
Fair & equitable healthcare benefits for all employees



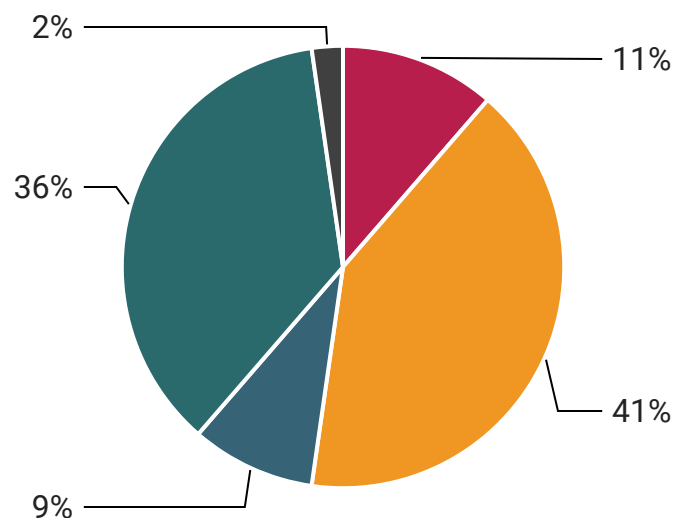
Fair & equitable paid time off policy for all employees



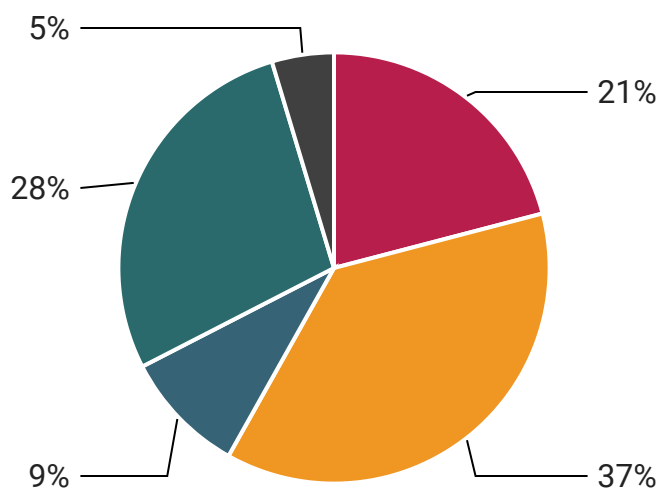
Fair & equitable retirement plans for all employees



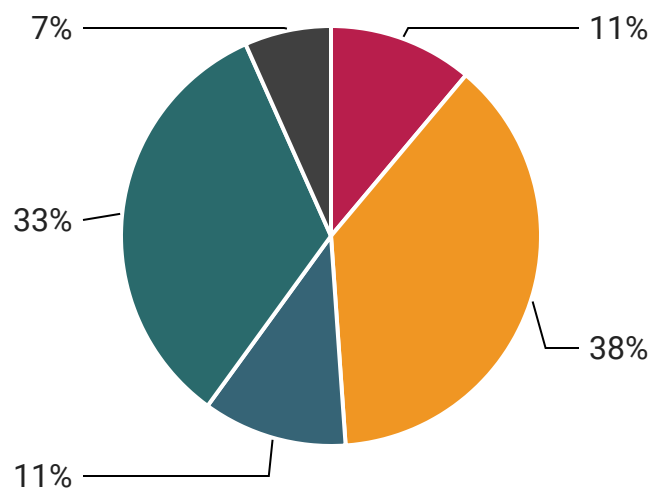
Mental wellness services available to all, easy to access, and supported



Financial wellness resources are available to all, and easy to access



Health and wellness resources available to all, and easy to access



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NEXT STEPS

To ensure your spot as a Distributor in next year's Annual HR Systems Survey, please complete the [2025 Distributor Form](#).

To request a media interview, email us at Research@SapiientInsights.com.

This report contains data from our **Sapiient Insights Group Annual HR Systems Survey**. More details on our research approach can be found in our [Research Methodology](#).

To learn more about additional research efforts conducted by Sapiient Insights Group or to download our full annual report, please visit [our website](#).