Heartpace HR

The big HRM guide

What is the HRM system?
What should you look for when purchasing one?
And how can we best implement it?

Ett Human Resource Management System (HRM-system) är ett personalsystem utformat för att hjälpa verksamheter att digitalisera och effektivisera sina HR-processer genom att förenkla medarbetarinformations-hanteringen. Ett effektivt HRM-system bidrar till att göra arbetet kring medarbetare och deras data mer tidseffektivt och enkelt.
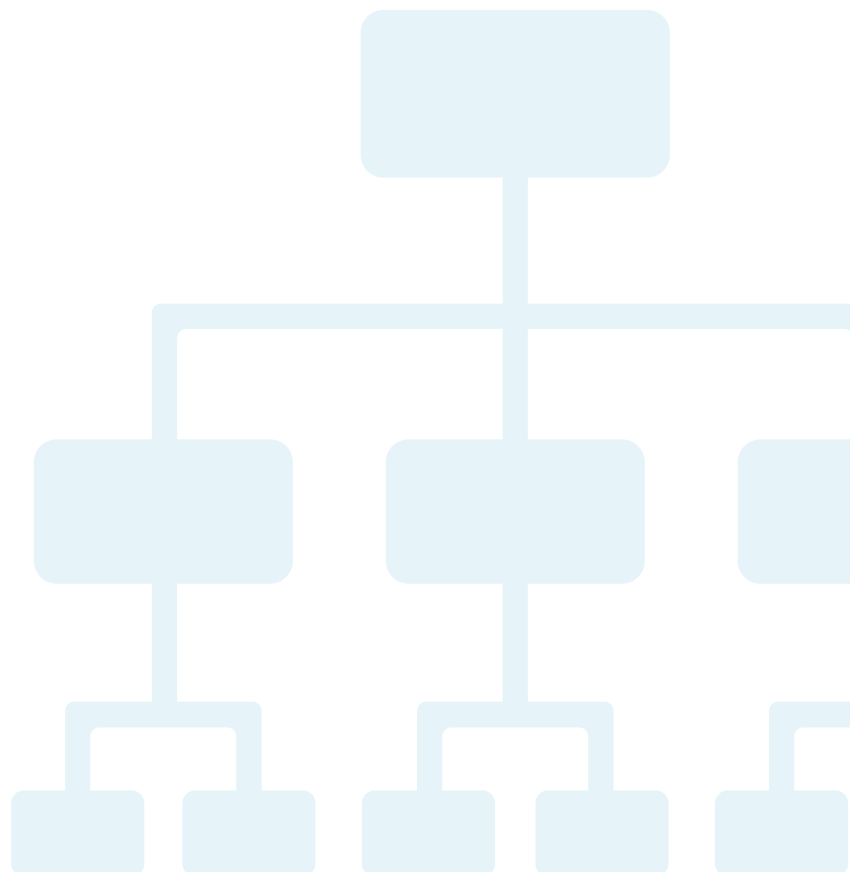
"Under det senaste decenniet har HR utvecklats till att fungera som en betydelsefull tillgång i det organisatoriska framgångsarbetet. Och organisationer och företag världen över är idag överens om hur viktigt det är att ha ett HR system som centraliserar, säkrar och organiserar HR-data, men som också effektiviserar administrativa processer, såsom rekrytering, onboarding och frånvarohantering samtidigt som de bidrar till att de anställda samarbetar mer effektivt.

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What does modern software mean for HR?

Modern human resources (HR) management software should contribute to and support the business by automating the management of employee data in order to develop employees so that they can contribute in the best possible way. Useful HR software integrates all the necessary functions for strategic performance management and the associated administration.

However, it is important to understand that you should not go overboard when purchasing a new HR system; instead, find out what is available on the market in terms of both lightweight and comprehensive systems to get the support you need. A large system for non-ERP clients will drain resources and commitment.

The main advantages of a well-functioning HRM system are:

- Make informed decisions based on facts
- Support employee development
- Easy and secure data access from a cloud-based service, whenever you need it
- Automated processes and flows; more time for value-adding tasks

Digitizing your HR processes will make you more efficient. You will save valuable time by being able to access the data you need more efficiently, you will quickly get an overview of your schedule, and decision-making processes will be streamlined when decisions are based on real-time data. A good HRM system simplifies the monitoring of your employees' needs, development, and performance. And your staff is your most important resource, so why not use a smart and efficient HRM system?

A major advantage of implementing an HRM system is that time-consuming and repetitive tasks are reduced, while you gain more time for value-adding activities thanks to the system's smart and efficient solutions. An HRM system not only streamlines your operations, but also makes it easier for you to ensure that your employees are happy and developing.

By digitizing and simplifying your HR processes, you save time and gain a more effective overview of your employees' situation, well-being, and development.

What is an HRM system?

An HRM system plays a key role in supporting and developing your employees. It enables effective management and coordination of all work related to the company's personnel. An effective HRM system enables staff to optimise their work and focus their attention on what needs to be prioritised. A well-functioning HRM system is designed to streamline data management and repetitive, time-consuming administrative work.

An effective HRM system should make it easy to:

- Extract and find relevant information
- Update information
- Share relevant information
- Automate routine and time-consuming tasks
- Optimize and monitor development and its possibilities

An HRM system makes it easier to track employee development within the company and help employees grow in their roles. And a really good HRM system is designed with your security in mind, with controls and confidentiality solutions that ensure sensitive data is secure.

Key features of an HRM system

Master – everything in one place

By gathering all employee data in a central database, it becomes easier to monitor your employees' performance, well-being, and development. A cloud-based HRM system is easier to access regardless of where you are. And work becomes both more enjoyable and more efficient with a really good HRM system!

Flexible and scalable solution

From a comprehensive overview to flexible and scalable solutions where only selected data is visible.

Access to data at different levels

Control mechanisms and confidentiality solutions make it easy to customize different levels of access in the system, ensuring that relevant information reaches the right users. Heartpace's dashboard is flexible and can be customized for different users. HR managers, management teams, various departments, and employees can all benefit from the advantages of the HRM system.

HRM - including statistics, API and organization chart

At Heartpace, we have designed the HRM system so that organizational charts, employee galleries, document management, security measures, APIs, reports, and statistics are always included.

By using historical data, the HRM system assists you, the user, in producing customized reports as well as forecasts for the future.

Small businesses benefit from having a system because it can streamline several important processes while saving money. Larger companies typically have multiple departments that handle these aspects of a business. However, with a small business budget, it is nearly impossible to have an in-house team. That said, HR software helps small businesses operate efficiently and stay within budget.

Ron Stefanski
from
OneHourProfessor.com

Employee profiles tailored to the needs of the organization

With the Heartpace HRM system, it is easy to create and customize employee profiles. Select the information fields you want to have easy and direct access to and customize the visible information according to your organization's specific needs.

All data collected in one place provides greater security

Collecting all data in one central source is the foundation of effective HRM work. It also makes it easier to share necessary data with other programs.

When all data is collected in one place, the risk of human error and duplicates is reduced, while time-consuming tasks such as manual data entry become a thing of the past. It is not only safer and more efficient, but also easier to have everything centralized and accessible.

An HR system supports HR by collecting, processing, and analyzing HR data.

A modern HR system streamlines personnel management, improves decision-making, enables compliance with legislation, and helps HR support managers and employees.

The features cover the employee lifecycle from recruitment and onboarding through employee engagement and performance to career and succession planning.

An effective HR system also makes it easy for HR to collect, manage, and report on the wide range of data needed to support HR best practices. This means that a well-functioning HR system needs to do more than just manage HR information, such as employee profiles and employment details.

The HR system also needs to cover everything needed to keep the organization running smoothly. This helps you, as an HR professional, to organize and manage the most important information about the business, such as organizational structure, cost centers, time tracking, payroll administration, employee engagement, and many other valuable features and modules.

Heartpace HRM-System

Let Heartpace become part of your organization's everyday life and support you in your daily HR work routines. By digitizing and simplifying your organization's HR processes, you save time and gain a more effective overview of your employees' situation, well-being, and development. The Heartpace system solution is ideal for organizations and companies that are undergoing rapid development and growth.

At Heartpace, we have developed an HRM system with the aim of managing all employee data in one place, so that you can more easily access the information you are looking for, while also gaining a real-time overview and feeling secure with an organized, secure, and centrally located database. The future of HR starts with a smart HRM system!

At Heartpace, we pride ourselves on providing the right features combined with a high level of performance management. Security is our top priority, and you can rest assured that all data is in capable hands. Our security for organizations is top-notch and has rigorous processes in place where the security of our customers' data is always paramount.

"Heartpace connects all performance metrics while adapting to your budget and providing decision-makers with the basis for more insightful decisions."

Elin
Senior Business Developer

Heartpace enables compliance with legislation

Another advantage of Heartpace is that it enables compliance with legislation. Its features range from generic tools, such as document tracking and e-signatures, to recording health, safety, complaints, and other specific events. Heartpace also enables data deletion or anonymization in accordance with GDPR.

Make key HR processes work efficiently

As a system, Heartpace ensures that important HR processes continue to function well, regardless of where staff are located. With this system, we help you to better coordinate, manage, and motivate a distributed workforce. You could say that Heartpace acts as a communication hub, keeping employees in touch with both the organization and each other. The system also helps identify absenteeism or various types of performance issues and assists HR and line managers in making informed resource and development decisions.

The Heartpace HR system is a personnel system designed to help your business digitize and streamline your HR processes by simplifying all employee information management—which in turn helps make working with employee data more time-efficient, simple, and secure.

When you implement the Heartpace HR system, you not only get an automated solution for personnel management, but also a powerful resource to support growth, efficiency, and a positive work environment.

BOOK A DEMO OF HEARTPACE HRM

# How does the implementation of an HRM system work?

General overview:

Before diving into the implementation process, it is important to establish a comprehensive understanding of your organization's needs and desires regarding the new HR system. Define your goals and expectations for the implementation.

Project planning:

Develop a detailed project plan that includes a timeline, scope, budget, and stakeholders. A clear project plan provides you with a structured foundation for implementation.

Implementering:

Based on the documentation from the project planning phase, you begin the implementation yourself. Follow the planned processes to ensure that the system handles your specific needs and requirements.
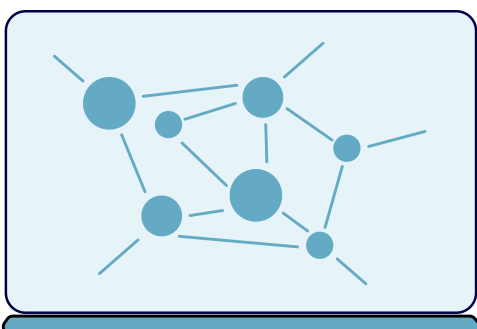
Testing:

Start the implementation gradually by conducting pilot tests with different groups. Involve various stakeholders to obtain a diverse perspective and identify any discrepancies. Adjust and improve as needed.

Lansering:

Plan carefully for the launch and focus particularly on communication. Explain the purpose of the HR system, why it was chosen, and its significance for the organization. Create engagement and understanding among users.

Ongoing support:

After launch, it is crucial to offer continuous support and training to ensure that users can take full advantage of the system's features. Flexibility and agility are key components in adapting the system to the changing needs of the company requirements.

Case: From manual to digital HR

Uddevalla Hem had both employee and company data and processes scattered across various documents and binders. When Lisa Bogren and Uddevalla Hem began their digitalization journey, they acquired the Heartpace HR platform. Today, they use Heartpace for all of their HR processes, which has given the organization a boost. Managers and employees now feel that they receive much better support and have a better overview of the company's goals and competencies. Listen to Lisa's best tips for digitizing your HR below:

READ CUSTOMER STORY

With Heartpace HRM, managers, employees, and I experience greater control, better communication, and increased opportunities for employees to get to know each other.

Rebecka Sjöblom

BIG Travel Sweden

"The most important thing for us is that we have data management and processes that are consistent across the entire organization. Together with a supplier that offers high security."

Jenny Persson

Söderberg & Partners

"We have become more efficient with everything gathered in one place and with better security. We also have a completely different level of control over our HR work. Heartpace itself felt very knowledgeable, made a serious impression, and has a very appealing layout. When we went live, we received nothing but positive feedback from managers and employees."

Camilla Englund

Viking Line

Inspired by the possibilities?

Inspired by the possibilities of digital HR but not quite ready to book a demo with one of our experts? Then we suggest you click on 'Read More' to visit our blog, where we continuously update with knowledge, tips, guides, and other valuable information for you and your organization on the path to a digital and thriving organization!

Ready for digital HR?

Are you curious about how digital HR works in practice in everyday work? Book a demo with us at Heartpace and see concrete examples of how our digital HR platform can transform your organization. During a demo, we also offer valuable insights and practical tips that can help you on your journey toward a successful HR transformation.

READ MORE

BOOK A DEMO

Heartpace is one of Sweden's highest-rated HR systems

Capterra 4.7 ★★★★★

business with 4.5 ★★★★★

Top-rated on Google ★★★★★ G