

3 Questions to Ask When Shopping for a HRMS Software

Description

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So you've been asked to look into Human Resource or HRMS software for your organization. A quick google search turns up a large number of companies that appear to have similar offerings. In fact, there is a wide range of systems available that target different markets. Some claim to work for any organization, whereas others appeal to specific verticals like construction, oil and gas, and manufacturing. Some may seem "fully loaded" with features you may never use, and others may be too simple for your level of customizations. Above all, they each come with their own unique price tag that may or may not suit your organizational budget.

The search for "HR Software" can often become more cumbersome than it needs to be if you're not asking the right questions. Therefore, we've compiled a list of 3 Questions You Must Ask When Considering HRMS Software.

Is the vendor willing to provide a reference when asked?

Have you ever heard the saying "we're only as good as our customer's say we are"? Well, it's true. You can't afford to rely solely on what the software vendor says, you should always ask for case studies or the contact information for a reference customer so you can get the real story. Ask them how smoothly the installation and training went, how gracefully the vendor handled any issues and what's keeping them a customer. The vendor's attention to customer service should figure prominently in your purchase decision.

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Ask other service providers and jot down your answers.

Will the software be able to handle the growth of my company?

While most software companies appear to have everything you need to properly manage your HR program, it's important to think of how your needs will shift in the long term. If you were to double the size of your workforce, would the system hold up? It's vitally important that your systems grow as your company grows. Ensure your vendor is able to facilitate the organizational growth while attending to any additional requirements or customization you may require in the future.

myHRSuite: We have customers who have been using our solutions for over 1.5 decades. GVK industries one of our oldest customers has used our solutions for over 14yrs during which period they have grow into a huge conglomerate. We have evolved & matured to keep up with their needs.

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How well does the vendor understand your industry and HR challenges?

Any organization can claim that they know your industry, but a vendor that can demonstrate success with other companies in your industry would have already dealt with the nuances that your company requires. It's important to question how many customers they have in your sector, or how many of their customers face similar challenges. The vendor's expertise in your line of business saves you the trouble of educating them about how your industry works. It'll allow you to receive advice and best practices for solving common problems in your field (an added bonus that not many vendors can provide).

myHRSuite: We have client among top 20 industry verticals. Many of our clients have used our products and services for over a decade. Their loyalty stands as a testament to the support provided by our team.

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Selecting a HRMS software can be as simple as it sounds. Let **myHRSuite** walk you through a guided [demo](#) and answer your questions today.

Category

1. Payroll

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