



SEPTEMBER 2018

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CONDUCTED BY

**Peter Forbes & Andrew Rees**

6<sup>TH</sup>

# AUSTRALIAN HR TECHNOLOGY SURVEY

# Introduction

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The 6<sup>th</sup> Australian HR Technology Survey is a comprehensive study conducted by Navigo — experts in HRIS, Payroll and Organisational Charting software.

At a time during significant change in the HR technology landscape, Navigo is pleased to again bring you the latest trends across Australian organisations. This year, we received survey responses from 175 organisations representing over 296,000 employees.

The SaaS (Software as a Service) trend filtering through many organisations is borne out in this year's data — the shift in deployment methods is best illustrated by the reduction of On-Premise Payroll systems and the corresponding increase in SaaS deployment.

With data security the hottest topic of 2018, it's no surprise to see it as the number one issue organisations are facing with a cloud-first strategy. Requirements for Australian-hosted data centres are growing in priority as organisations seek to control and mitigate data protection risks.

The push and pull of Core HRIS vs. Best of Breed platforms continues. Several areas including Recruitment / Applicant Tracking, Employee Onboarding and Learning Management have seen significant growth against a one-size-fits-all HRIS solution. With increasing sophistication and customisation available in Core HRIS platforms, we expect vendors to be busy working with HR teams to integrate and consolidate systems.

As organisations face the growing challenge of system integration and data security, the partnership between organisations and vendors is set to feature heavily in the coming years.

Most organisations now have a person responsible for HR Technology and many have dedicated HRIS professionals. This growing skillset in the purchasing and management of HR technology lifts the industry's contribution to its customers.

This year, new sections to the report have been added, including: Career Pathing, Employee Recognition and Wellness Applications. Navigo will continue to follow these areas as they gain traction.

At Navigo, we believe that the HR technology space has never been more exciting or challenging for organisations and vendors. The value of a well planned and executed HRIS strategy is critical due to the expanding choices, simplicity of SaaS hosting and the ever-present drive for cost efficiency.

A huge thank you to all those who participated in the 6<sup>th</sup> HR Technology Survey!

We hope you enjoy the report.



*Peter*  
**Peter Forbes**  
Managing Director



*AR*  
**Andrew Rees**  
General Manager

6<sup>th</sup> Australian HR  
Technology Survey

**NAVIGO**  
www.navigo.com.au

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6<sup>th</sup> Australian HR  
Technology Survey

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PART 01 /

# Management of HR systems



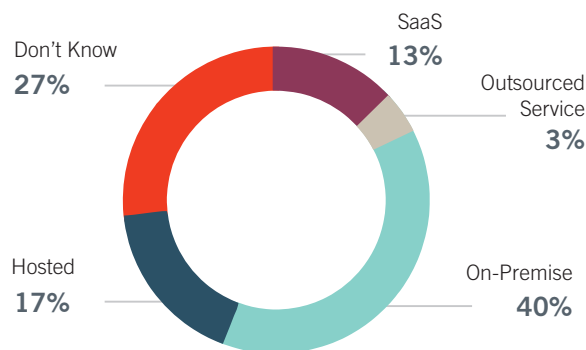
# SaaS Deployment

SaaS (Software as a Service) deployment for Core HRIS platforms continues to grow, with 13% of respondents using this model. Importantly, 41% of respondents selected SaaS as their preferred approach, highlighting the push towards this method of system deployment.

When analysing barriers to SaaS adoption, concerns with Data Privacy and Security is the clear leader (49%), followed by Integration Complexities (32%) and System Reliability (28%). Interestingly, concerns about Functionality (13%) and Budget (12%) are low.

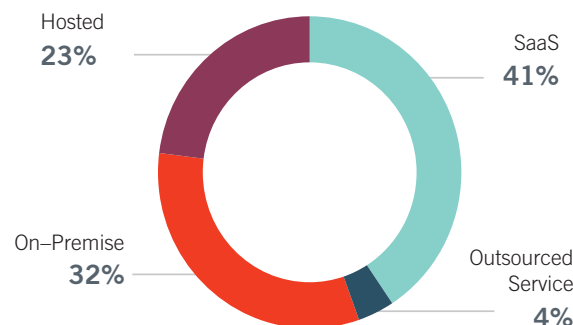
This suggests organisations have made the decision to migrate to SaaS and the issues are now more focused around integration and accepting the challenges of operating platforms in a SaaS environment.

With almost half of all respondents highlighting Data Security as a significant issue for SaaS deployment, hosting location continues to be a key consideration. 22% of organisations rejected a proposal based on the platform not being hosted in a local data centre and 63% confirmed they did not have data hosted in an overseas data centre.



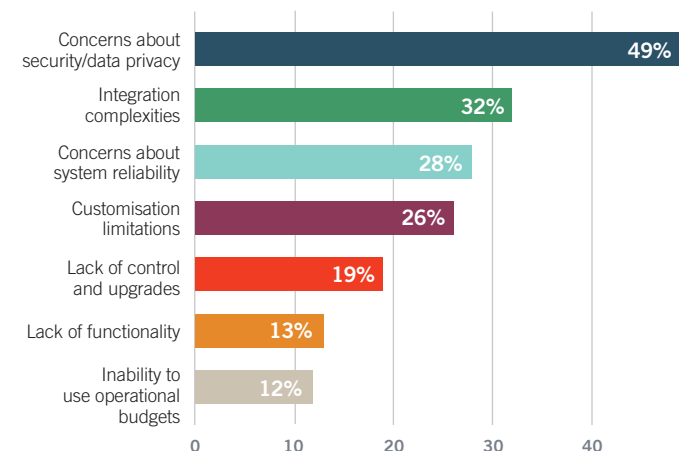
**Current System Deployment**

N = 175



**Preferred System Deployment**

N = 175



**Barriers to SaaS Technology**

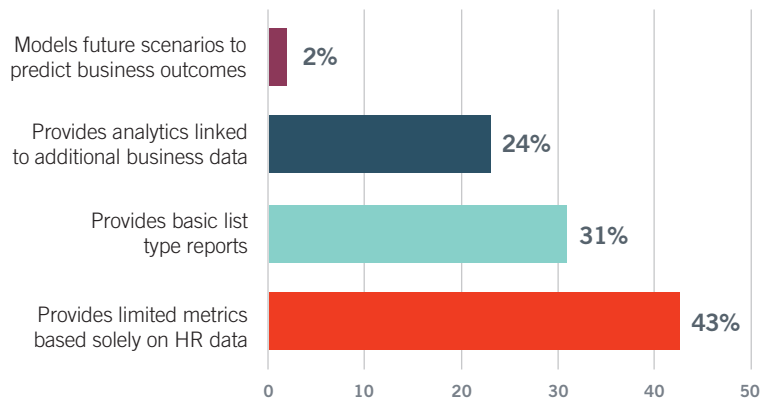
N = 175

# Management of HR Technology

A large amount of HRIS systems have no data feeds to or from the platform (18%) — SaaS platforms with no data feeds were the highest (30%). This reinforces the issue of data security and integration complexities related to SaaS migration.

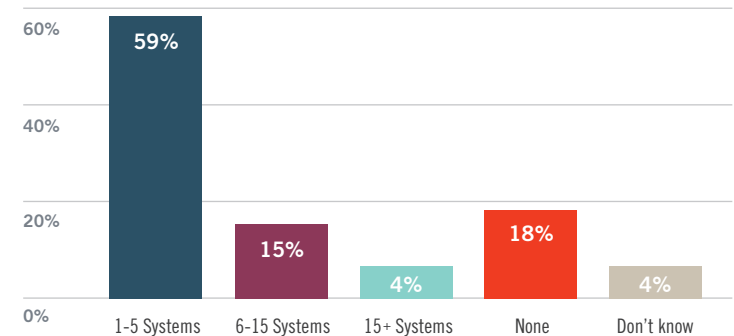
Only 24% of respondents stated that their HR reports provide analytics linked to additional business data that is used to inform decision-makers. Conversely, 43% of respondents indicated limited HR reporting abilities and 31% advise they only receive basic list type reports.

As system integration is critical in allowing HR to provide organisations with analytics, we can see that there is more work to be done in this area.



Nature of HR Reporting and Analytics

N = 109



Number of Systems that Send or Extract Data from your HRIS

N = 144

**HR EMPLOYEE RATIO:**  
1 IN 84 EMPLOYEES

**HR TECHNOLOGY RATIO:**  
1 IN 656 EMPLOYEES

“As a large organisation, we have found that the customisation of our HRIS by our Business Improvement team has proven to be an asset in circumnavigating roadblocks of the standard system.”

— Lyndell Dewar, People & Culture Officer  
People, Culture & Safety, Tamworth Regional Council

# Top 5 HR Tech Motivations and Roadblocks

MOTIVATIONS		ROADBLOCKS
1	Improve operational efficiency (91)	Cost and budget (73)
2	Meeting business objectives / strategy (59)	Time and resources (49)
3	Compliance / legislative requirements (54)	Existing system and technology restrictions (29)
4	System modernisation (45)	Management buy-in (21)
5	Reduce operational costs / headcount (36)	Lack of HR technology strategy (20)



“A major business inhibitor for us has been the quality and flexibility of the reporting that comes out of the cloud-based systems. The data in the cloud systems is not easily amended to take on the new structural changes that frequently occur in local government environments.”

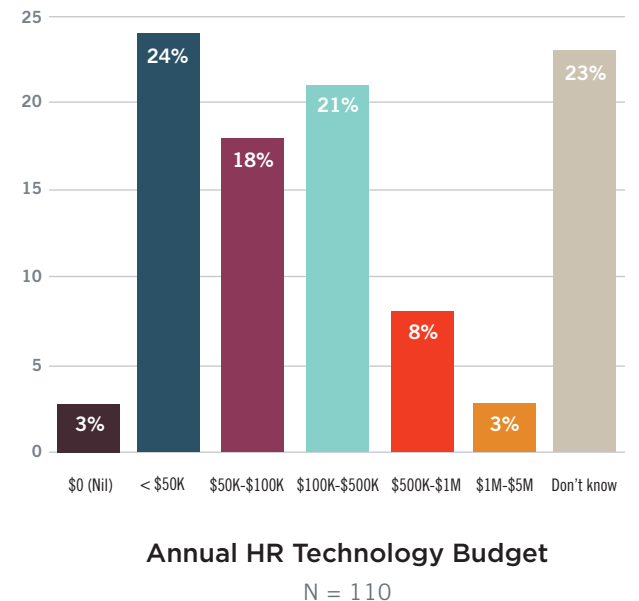
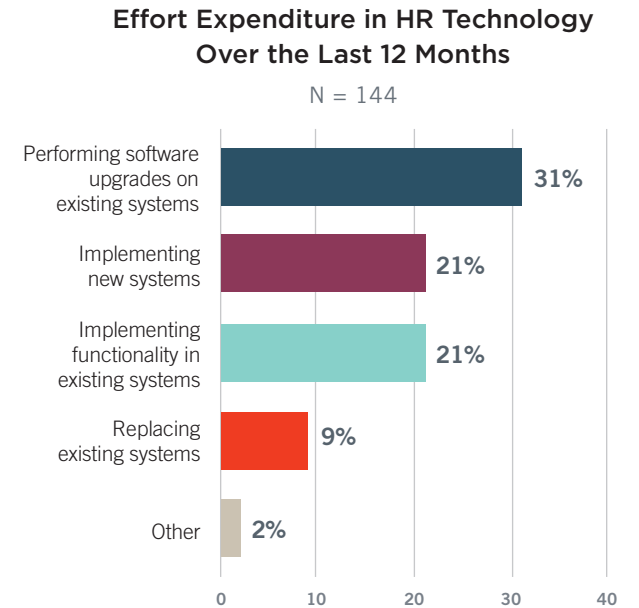
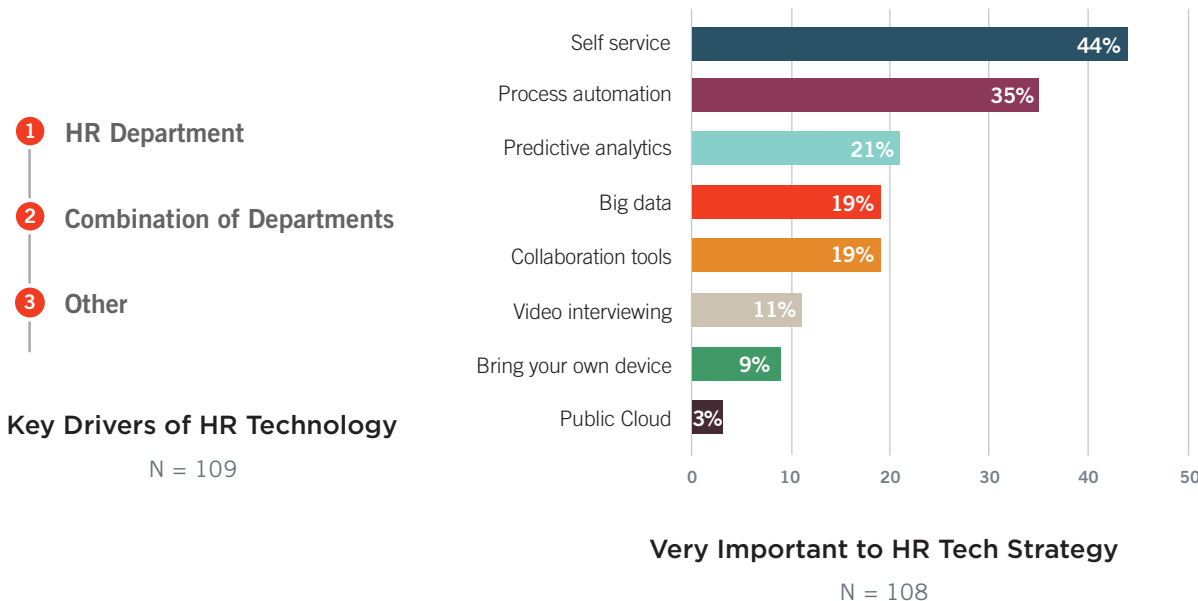
— Selena Tranter, Coordinator Systems and Governance  
People and Culture, City of Gold Coast

# Strategies, Initiatives and Budgets

When asked what was 'Very Important' to HR Tech strategy, the results showed a bias to organisational efficiency (Self Service 44% and Process Automation 35%) against added value (Predictive Analytics 21% and Big Data 19%).

This matches with where HR departments have been spending their effort — Performing Upgrades (31%) and Implementing New Systems (21%) against Implementing Functionality in Existing System (21%).

HR maintains a strong mandate with 56% of respondents indicating that HR is the driver of HR technology leadership and strategy.



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# PART 02 / HR System Adoption



# Core HRIS Overview

## [Usage]

Workday, PeopleOne, SAP HCM, and Payforce (ADP) continue to grow within the Australian HR technology space as challengers to chris21 and Ascender.

Most organisations have a Core HRIS platform aged over 7 years, however this has reduced by 6% since the 2015 Australian HR Technology Survey to 47%. 37% of organisations are using a system younger than 5 years.

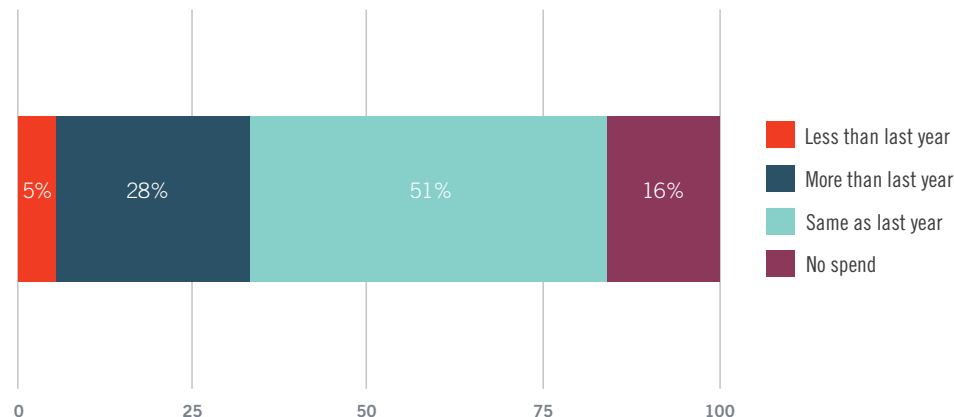
Of those looking to replace their Core HRIS, 40% indicated they aim to increase their expenditure over the next 12 months.

Overall future expenditure on Core HRIS platforms has slowed in recent years, with 51% of respondents wanting to spend the same as the previous year and only 28% looking to spend more.

- 1 chris21 (Frontier Software)
- 2 Ascender/Alesco (Ascender)
- 3 Workday
- 4 PeopleOne (TechnologyOne)
- 5 SAP HCM

**Most Common  
Core HRIS Platforms**

N = 175



**Core HRIS Future System Expenditure**

N = 106



**Average Age of  
Core HRIS Platforms**

N = 150

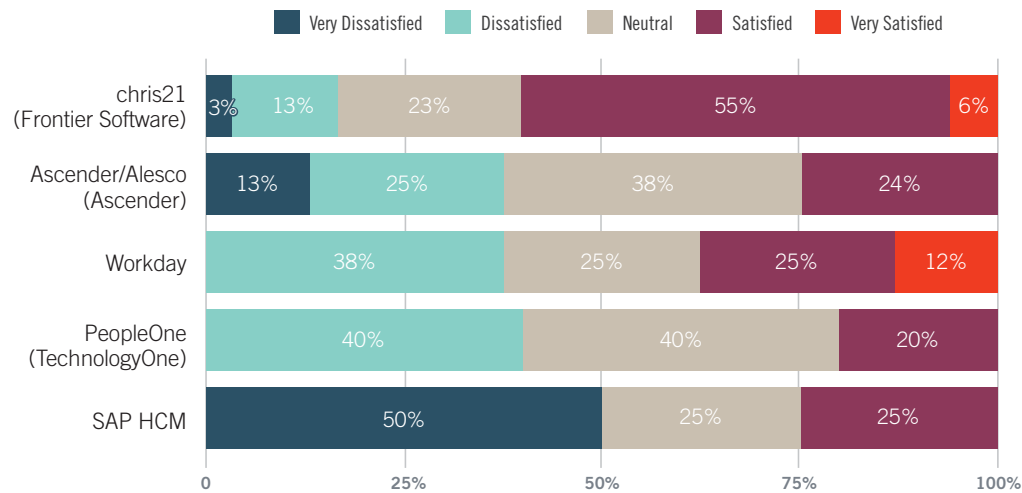
# Core HRIS Overview

## [Satisfaction]

Core HRIS User Satisfaction continues to be challenging for vendors — only 5% of respondents were Very Satisfied. Additionally, 5% of organisations were Very Dissatisfied and 17% were Dissatisfied with their current Core HRIS.

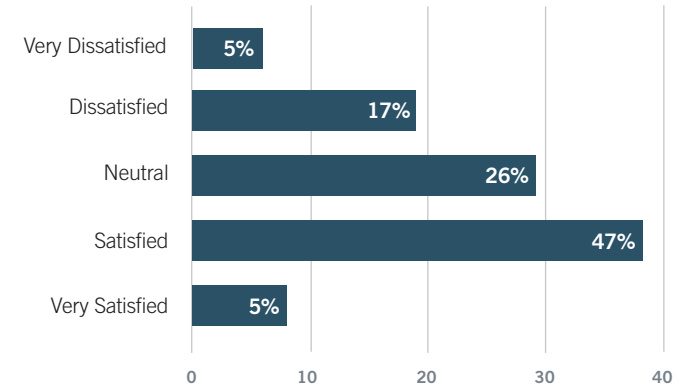
Customers of SAP HCM, Ascender and chris21 recorded Very Dissatisfied responses. chris21 and Workday recorded Very Satisfied responses.

Overall, Customer Service had a higher Dissatisfaction rate against system features. This statistic indicates that relationships with customers remains a key area of concern.



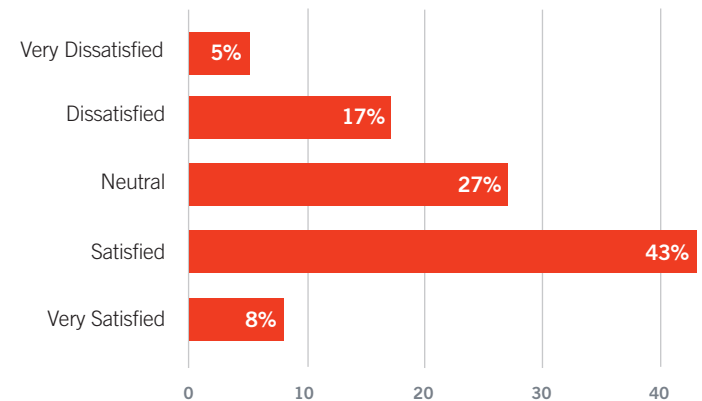
Overall Vendor Satisfaction

N = 150



Vendor Customer  
Service Satisfaction

N = 150



System Feature Satisfaction

N = 150

# Technology Adoption

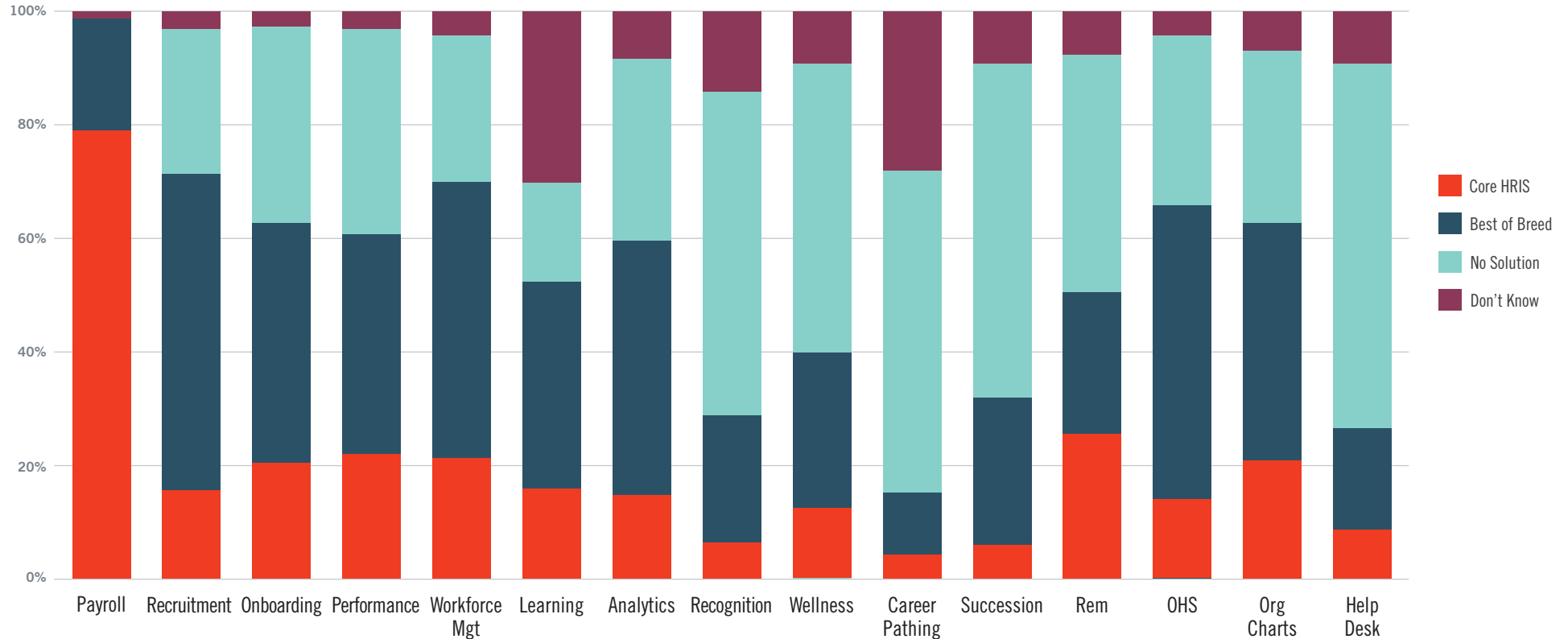
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While organisations look to streamline their systems, significant areas of the HR technology landscape are yet to be systemised. Manual and In-house solutions featured strongly for areas such as Employee Recognition, HR Help Desk and Case Management, Succession Planning and Career Pathing.

Payroll remains the leading Core HRIS module, while Learning Management has surpassed Recruitment and Applicant Tracking as the most likely module outside an organisation's Core HRIS. Employee Onboarding has seen significant growth as organisations move in large numbers to a non-Core HRIS solution and Business Intelligence and Analytics has increased as organisations look to extract value from their HR data.



# Technology Adoption [Functional Areas]



N = 175

# Payroll

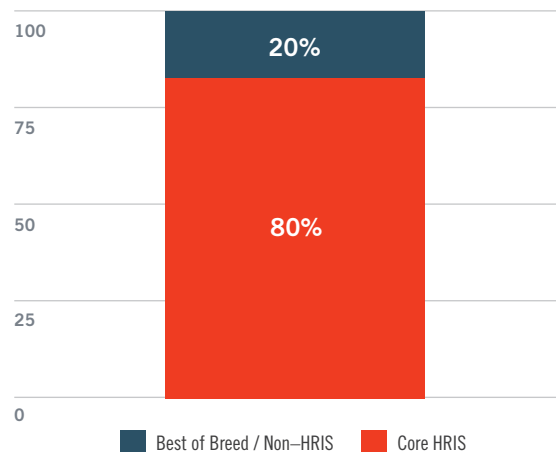
Despite Payroll systems having the highest Core HRIS integration (80%), we have seen a 5% drop over three years as organisations implement new HRIS platforms. As expected, when a new HRIS is implemented, the existing Payroll system is retained due to the costs and complexity associated with replacing a legacy Payroll system.

The growth in uptake of Core HRIS platforms such as Workday and SAP HCM reverse the norm of an organisation's Payroll system as the Core HRIS platform. This is why we see Payroll as some of the oldest systems across the HR technology landscape.

- 1 **chris21 (Frontier Software)**
- 2 **Ascender/Alesco (Ascender)**
- 3 **Payglobal (MYOB)**
- 4 **Payforce (ADP)**
- 5 **PeopleOne (Technology One)**

**Most Common Systems**

N = 175



**Best of Breed / Non-HRIS vs. Module of HRIS**

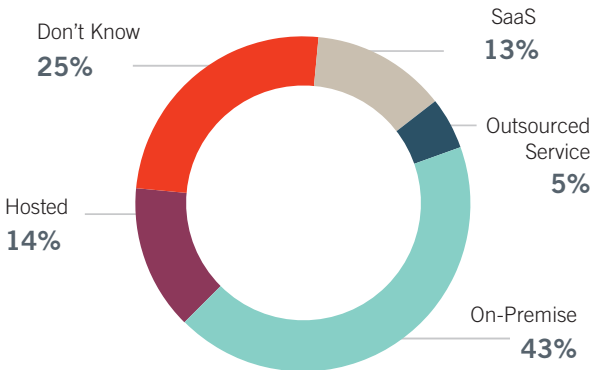
N = 174



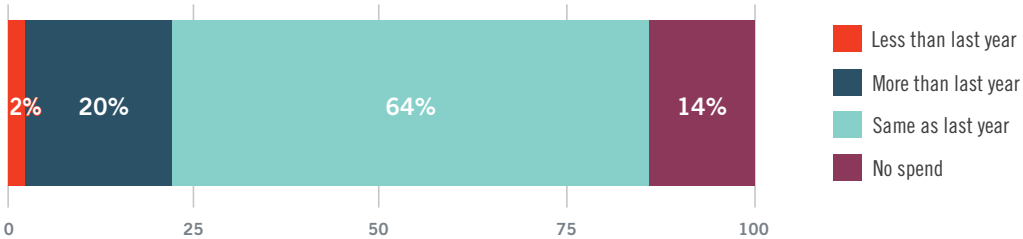
**Average Age of System**

N = 155

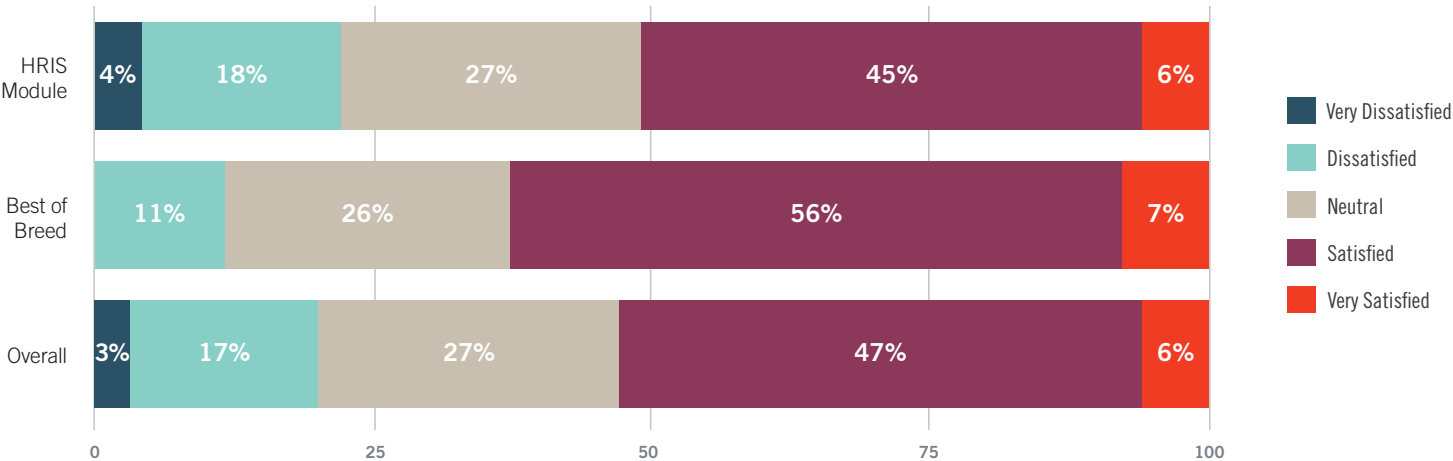




**System Deployment**  
N = 175



**Future System Expenditure**  
N = 110



**User Satisfaction**  
N = 156

GROWTH IN CLOUD-HOSTED (+2%) AND SAAS (+8%) PAYROLL DEPLOYMENT CONTINUES FROM THE 2015 SURVEY AS ORGANISATIONS LOOK TO REDUCE ON-PREMISE COSTS AND RESOURCES.

# Recruitment and Applicant Tracking

More than three quarters of all organisations are now using Recruitment solutions outside their Core HRIS. This significant shift is driven by the expansion of feature integration to include the full spectrum of the recruitment process (attract, source, select and offer).

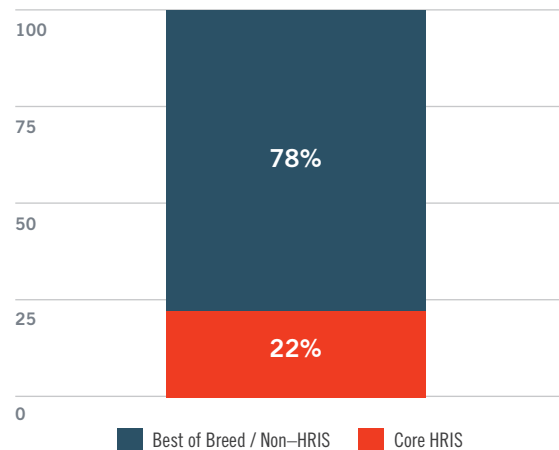
Importantly, 73% of respondents indicated the same or increased Recruitment and Applicant Tracking system expenditure over the coming year.

As expected, the market continues to be fragmented, with 42 Recruitment and Applicant Tracking systems featuring in this year's survey. Outside the top 5, Ascendre, Big Red Sky, Springboard and Workday featured strongly.



**Most Common Systems**

N = 131



**Best of Breed / Non-HRIS vs. Module of HRIS**

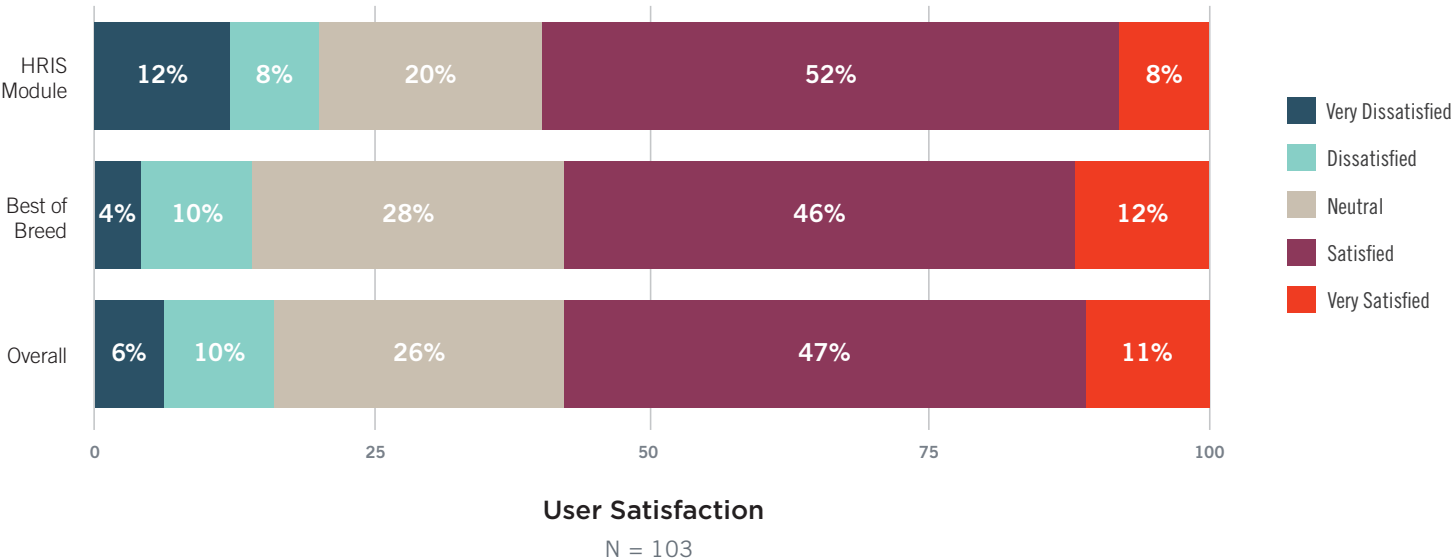
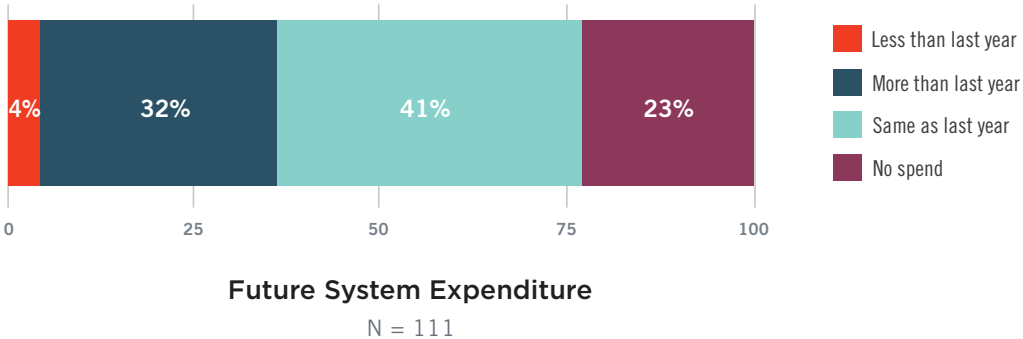
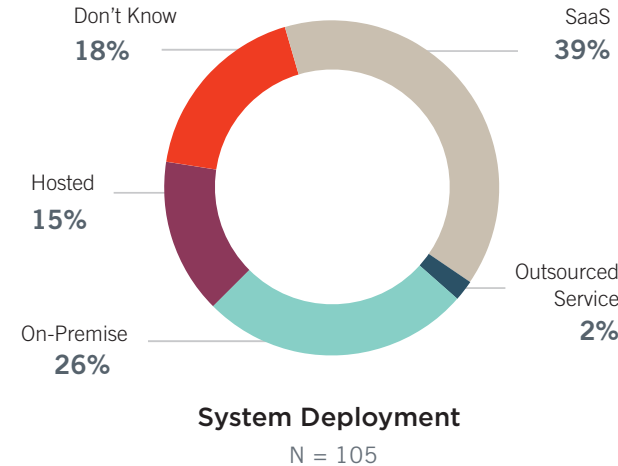
N = 142



**Average Age of System**

N = 168

# Recruitment and Applicant Tracking



A DROP IN AVERAGE RECRUITMENT/APPLICANT TRACKING SYSTEM AGE (FROM 7 YEARS TO 3 YEARS)  
CORRELATES WITH A 9% INCREASE FROM 2015 IN SaaS RECRUITMENT SYSTEM DEPLOYMENT.

# Employee Onboarding

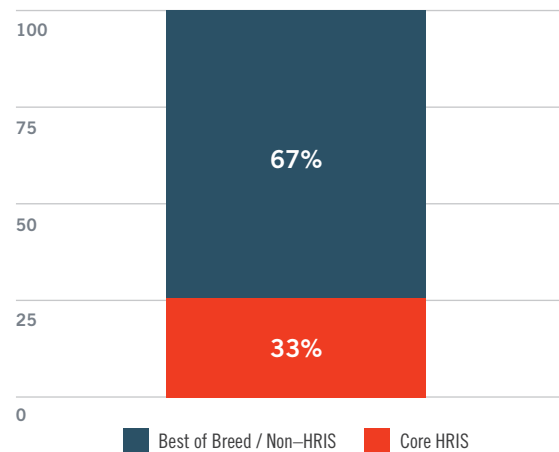
Employee Onboarding has seen significant growth in Best of Breed solutions against Core HRIS platforms. This growth looks to continue with 30% of respondents indicating an increase in their Employee Onboarding system expenditure over the next 12 months.

With In-house solutions topping the list, User Satisfaction results indicated In-house systems are overwhelmingly average (80% Neutral or Dissatisfied). 85% of organisations required a Best of Breed solution in order to achieve a Very Satisfactory or a Satisfactory level.

- 1 In-house
- 2 Core HRIS
- 3 HROnboard
- 4 PageUp
- 5 Enboarder

Most Common Systems

N = 113



Best of Breed / Non-HRIS vs. Module of HRIS

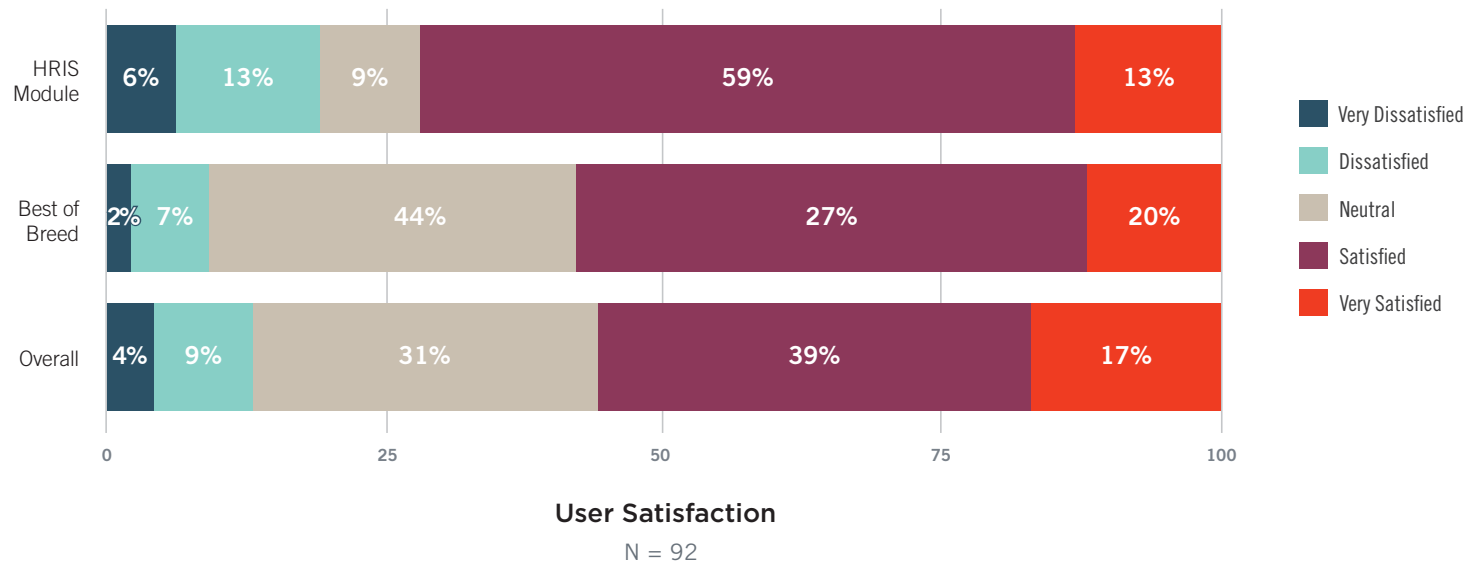
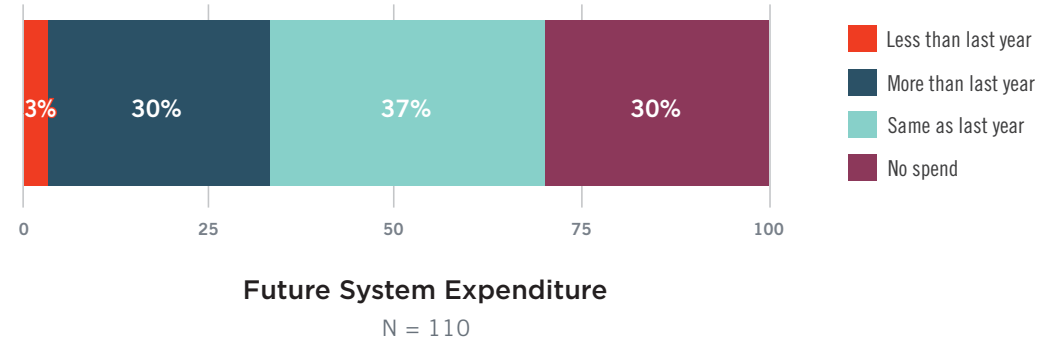
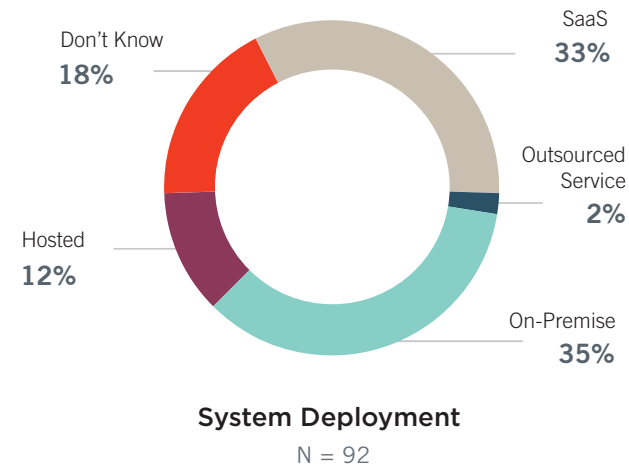
N = 135



Average Age of System

N = 151

# Employee Onboarding



THE MIX OF BEST OF BREED SOLUTIONS CONTINUES TO INCREASE WITH SURVEY RESPONDENTS LISTING 30 DIFFERENT EMPLOYEE ONBOARDING PLATFORMS.

# Performance Management

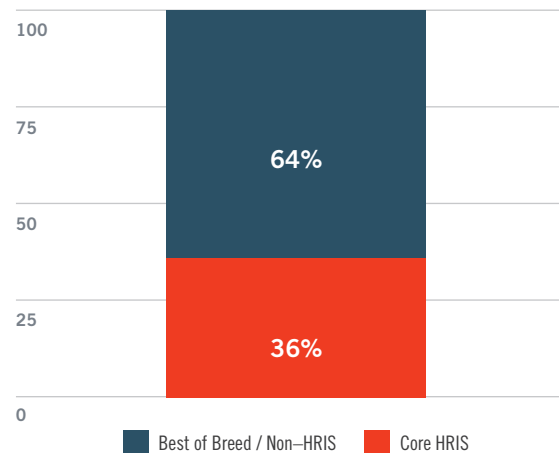
Despite organisations predominantly using In-house Performance Management solutions, a significant 37% of respondents indicated they currently have no Performance Management solution in place.

Of those with no solution, only 2% expressed plans to spend more on this area within the next 12 months – it appears as though organisations without Performance Management Systems continue to view them as a low priority area.

- 1 In-house
- 2 chris21 (Frontier Software)
- 3 Workday
- 4 Cornerstone OnDemand
- 5 Cognition

Most Common Systems

N = 111



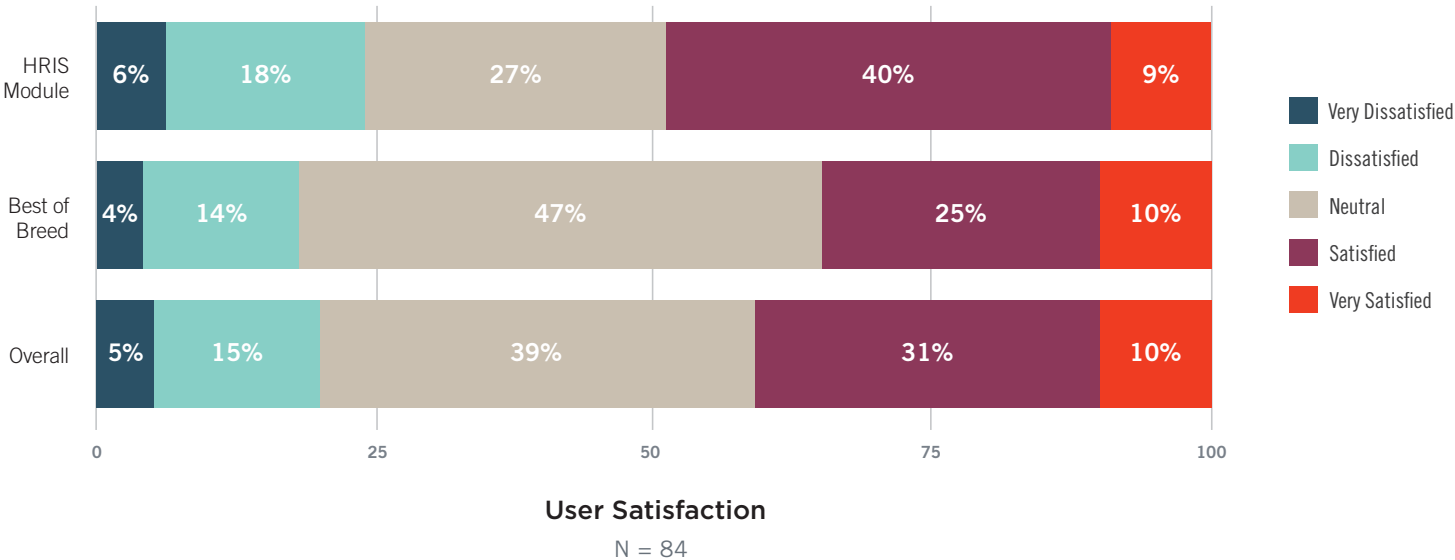
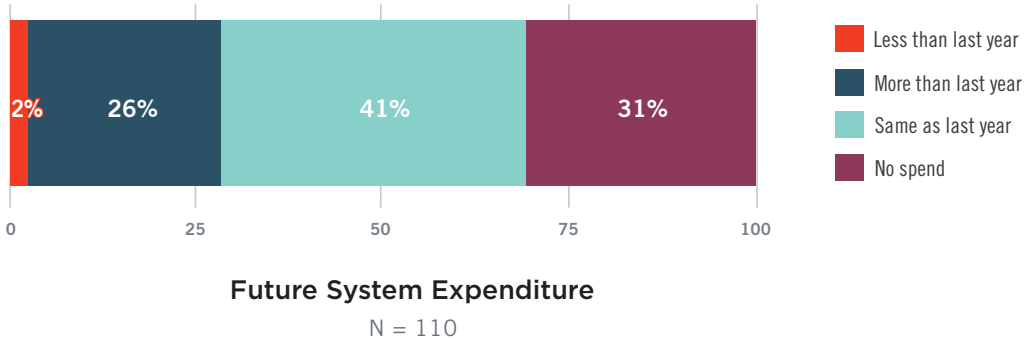
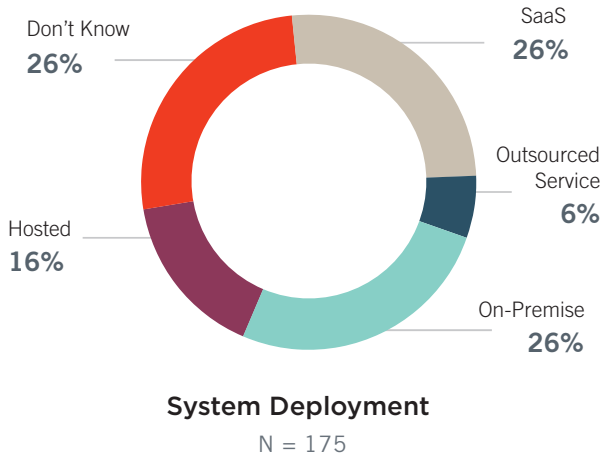
Best of Breed / Non-HRIS vs. Module of HRIS

N = 107



Average Age of System

N = 78



36% OF ORGANISATIONS WITH A PERFORMANCE MANAGEMENT SOLUTION ARE CONSIDERING REPLACING THEIR SYSTEM WITHIN THE COMING YEAR.

# Workforce Management

## [Rostering, Time and Attendance]

Workforce Management systems are trending in favour of Best of Breed solutions with Kronos and RITEQ as the clear leaders. Of the 29 platforms respondents listed, only 7% are In-house and over 50% are 5 years or younger.

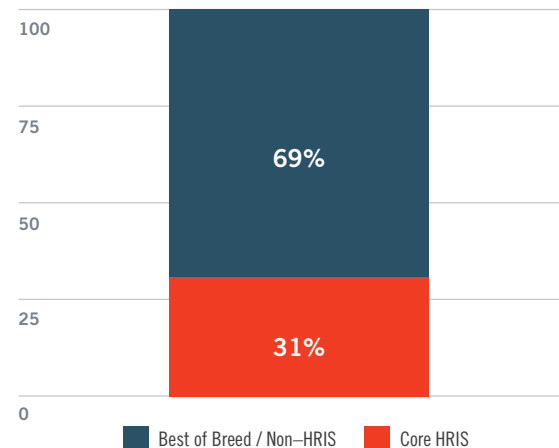
Expenditure intention has reduced, with 36% of organisations indicating they have no plans to invest in Workforce Management systems in the next 12 months (up from 23%) and only 18% looking to spend more than last year (down from 28%).

No dominant SaaS solution has emerged with over 15 different platforms listed, the list including On-Premise solutions that have migrated to SaaS.



Most Common Systems

N = 126



Best of Breed / Non-HRIS vs. Module of HRIS

N = 123



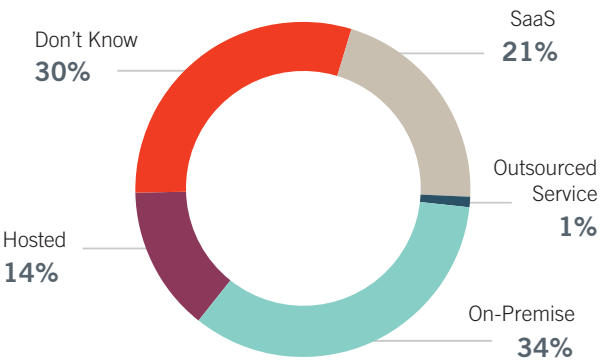
Average Age of System

N = 85

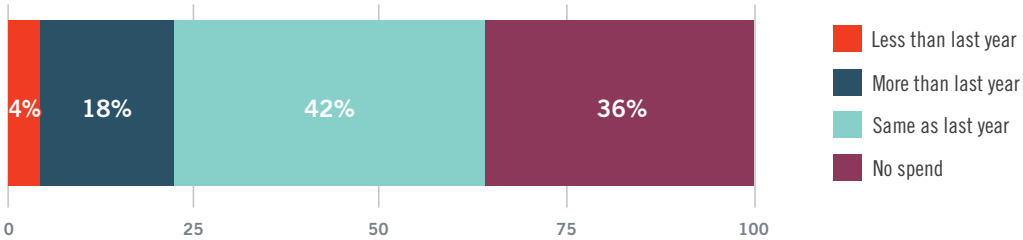


# Workforce Management

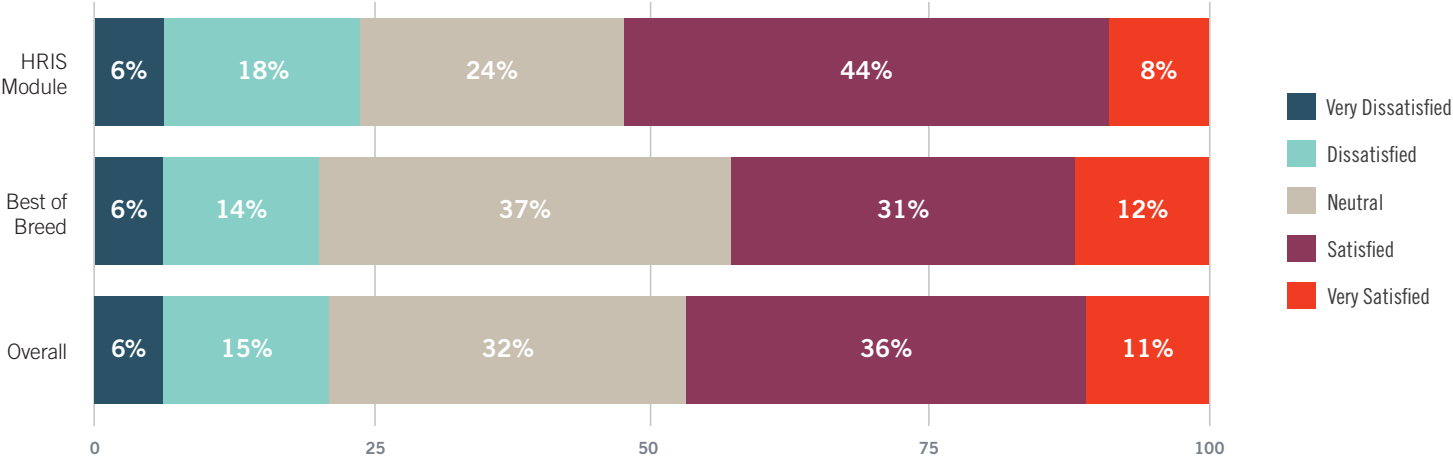
## [Rostering, Time and Attendance]



**System Deployment**  
N = 89



**Future System Expenditure**  
N = 110



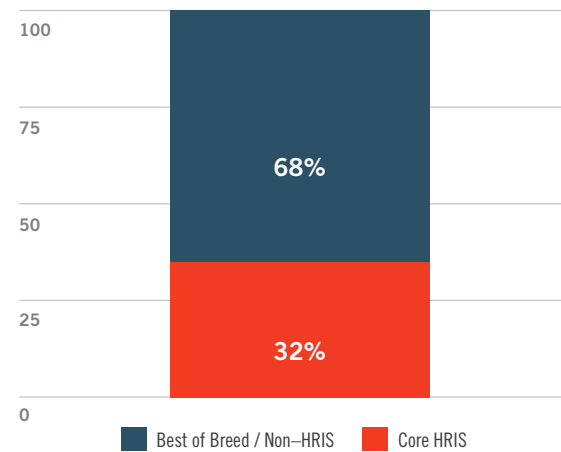
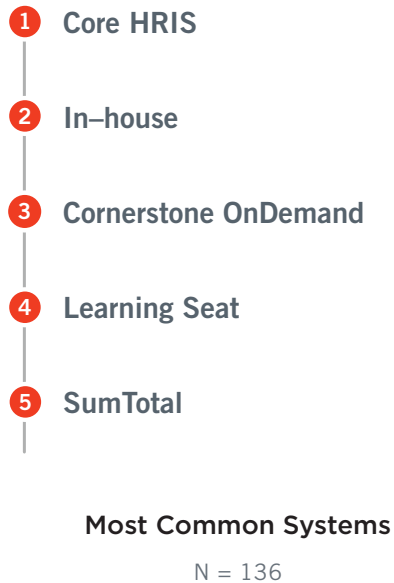
**User Satisfaction**  
N = 98

ON-PREMISE DEPLOYMENT REMAINS THE MOST POPULAR (34%) WHILE SAAS HAS SHOWN A SIGNIFICANT INCREASE OVER THE PAST 3 YEARS TO 21%.

# Learning Management

68% of organisations are solving their LMS requirements outside their Core-HRIS. This is led by in-house solutions, suggesting significant opportunity for LMS platforms and vendors.

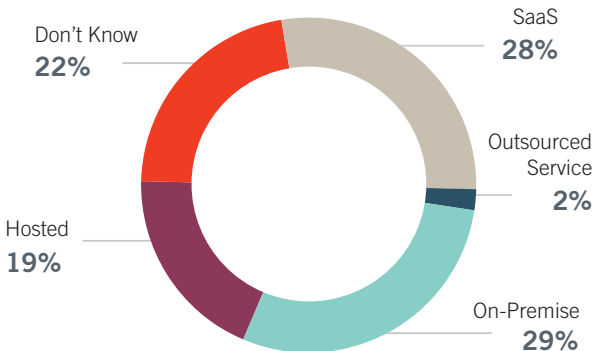
The jury is out on User Satisfaction for these alternatives, however, with 47% receiving a Neutral result. For those with established systems, organisations are showing low intention to invest further in Learning Management.



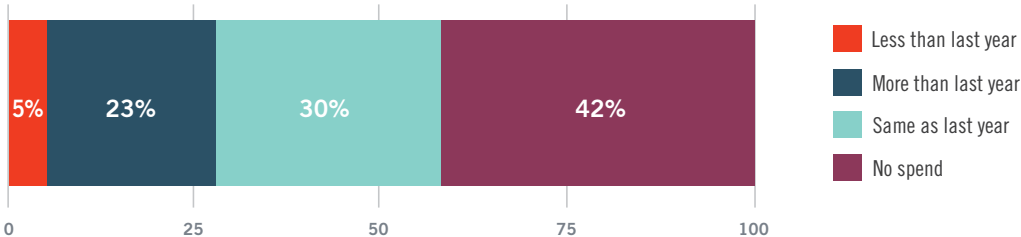
**Best of Breed / Non-HRIS vs. Module of HRIS**  
N = 129



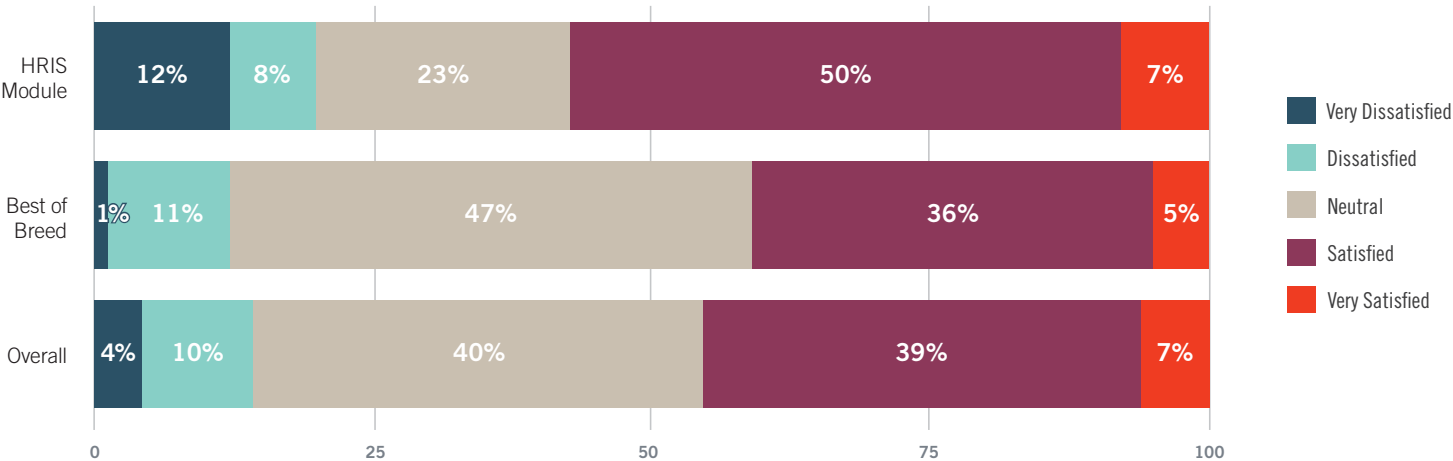
**Average Age of System**  
N = 88



**System Deployment**  
N = 101



**Future System Expenditure**  
N = 109



**User Satisfaction**  
N = 99

THE MARKET IS DIVERSIFYING – 24 SYSTEMS WERE LISTED AS LEARNING MANAGEMENT ALTERNATIVES TO CORE HRIS PLATFORMS.

# Business Intelligence and Analytics

Business Intelligence and Analytics choices have expanded in recent years — respondents listed 15 different Best of Breed systems.

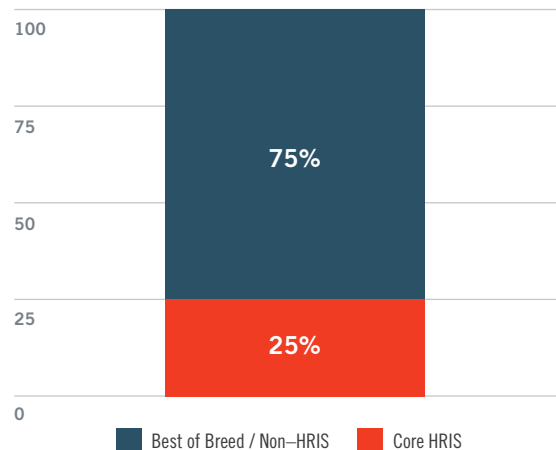
The gap in User Satisfaction between Core HRIS solutions and Best of Breed systems is evident when analysing dissatisfaction rates — 17% (Core HRIS) vs. 3% (Best of Breed). This may explain the 50% disparity between organisations using Core HRIS solutions (25%) and Best of Breed solutions (75%) for this area of HR technology.

The large number of Neutral and Satisfied responses across all systems (83%) reflects expectations that while Business Intelligence and Analytics systems are important to core users, their impact to the rest of the organisation is limited.

- 1 Core HRIS
- 2 In-house (not spreadsheets)
- 3 SQL Server Reporting Service (Microsoft)
- 4 Power BI
- 5 Business Objects (SAP)

Most Common Systems

N = 117



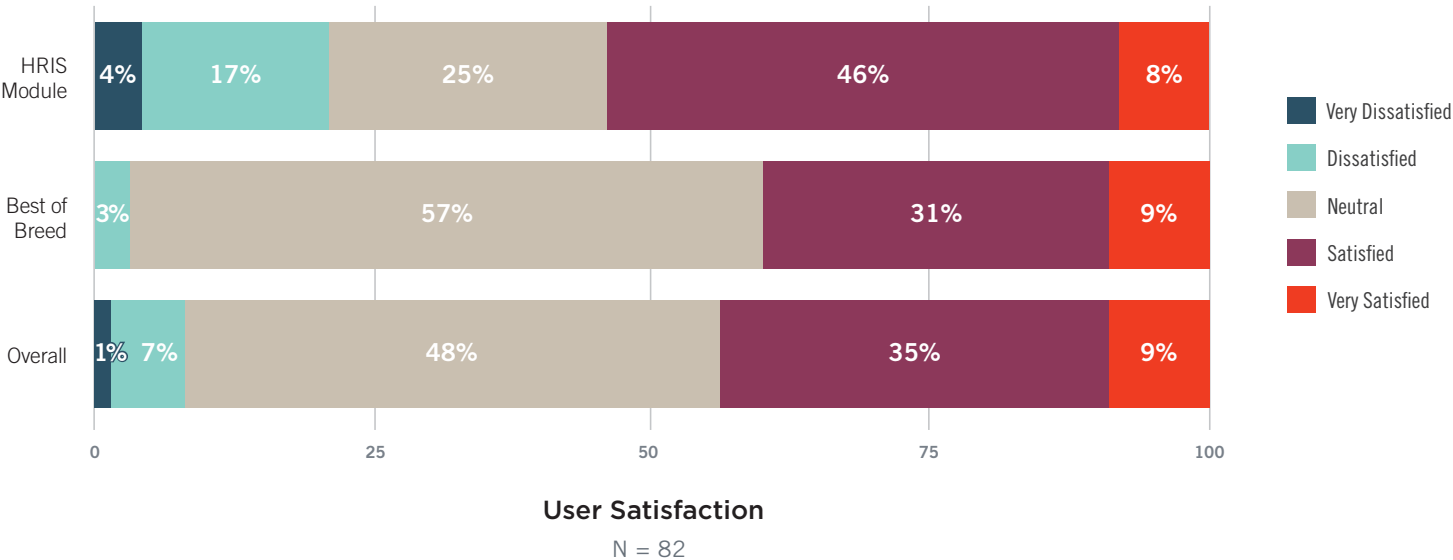
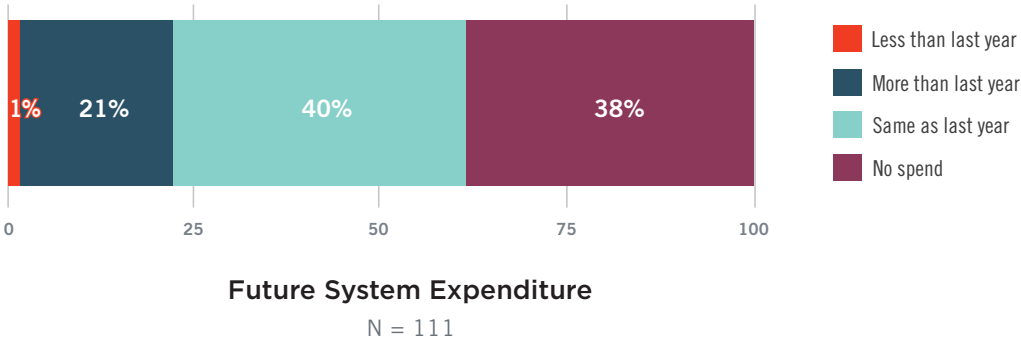
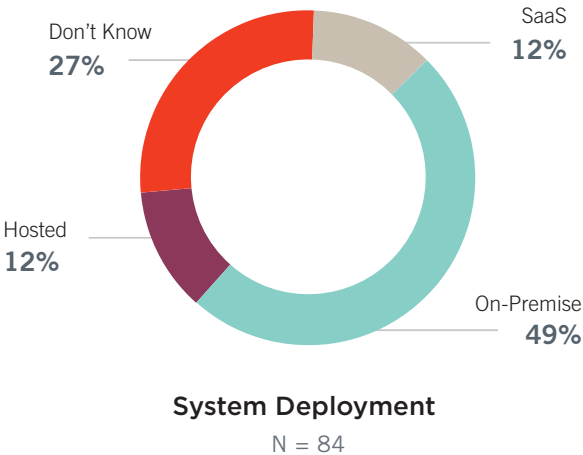
Best of Breed / Non-HRIS vs. Module of HRIS

N = 105



Average Age of System

N = 72

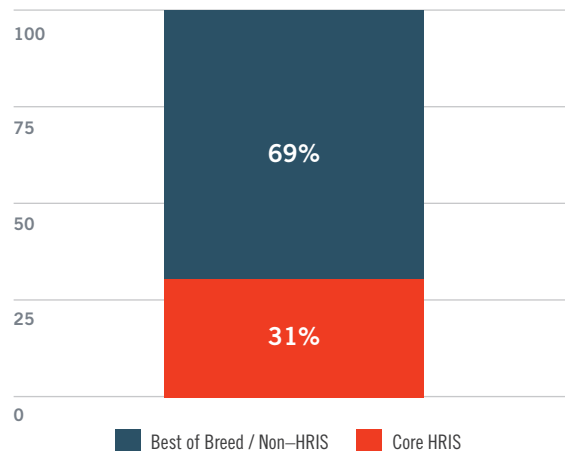


ONLY 12% OF BUSINESS INTELLIGENCE/ANALYTICS SOLUTIONS ARE SAAS-BASED WHILE THIS FUNCTIONAL AREA IS NUMBER 1 FOR ON-PREMISE DEPLOYMENT, SUGGESTING THAT ORGANISATIONS PREFER TO KEEP THIS DATA LOCAL AND ON SITE.

# Employee Recognition

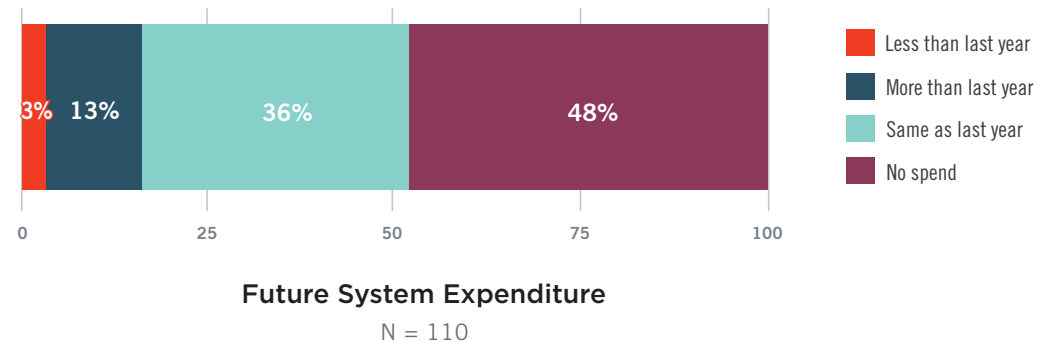
Employee Recognition systems remain mainly In-house with very minimal representation from any Best of Breed platforms. With 56% of organisations without Employee Recognition systems, Best of Breed solutions have some way to go to build momentum and critical mass.

Employee Recognition platforms are not yet front of mind for HR technology investments, with 84% of organisations indicating that their future 12-month investment in this area was either the same as the last 12 months or none at all.



**Best of Breed / Non-HRIS vs. Module of HRIS**

N = 70

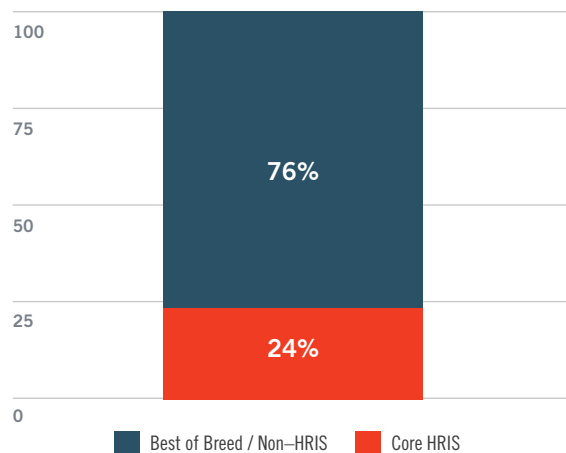


USER SATISFACTION RESULTS SUGGEST BEST OF BREED SOLUTIONS ARE TRACKING STRONGLY, WITH 90% OF RESPONDENTS INDICATING THEY ARE SATISFIED OR VERY SATISFIED WITH THEIR SYSTEM.

# Wellness Applications

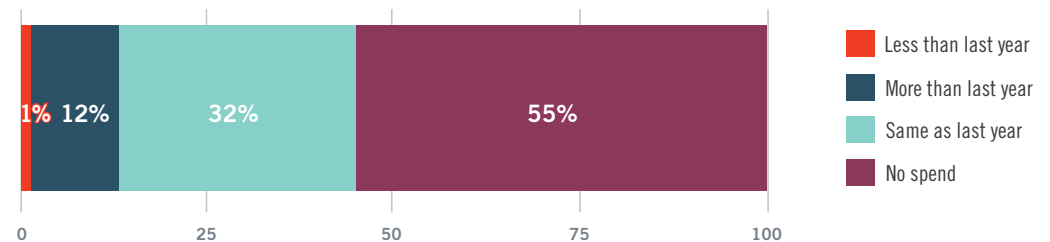
The uptake of outsourced Wellness Applications remains in its infancy, whilst a significant 55% of organisations are unaware of their system deployment for this functional area.

This may be attributed to organisations viewing Wellness Applications as a low priority area, which becomes clearer when analysing future system expenditure — 55% of respondents expressed no intention to invest at all over the coming year.



**Best of Breed / Non-HRIS vs. Module of HRIS**

N = 51



**Future System Expenditure**

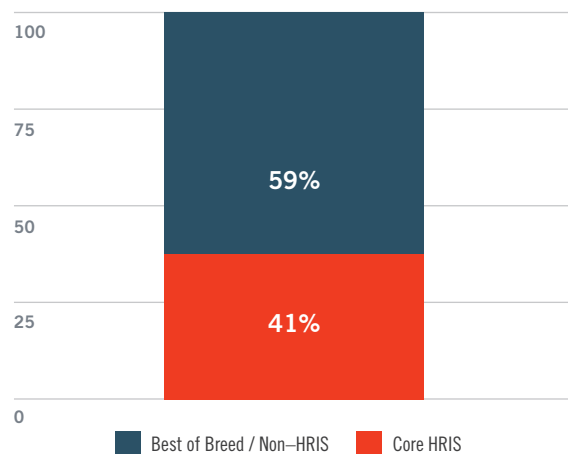
N = 110

WITH MOST ORGANISATIONS STILL ADMINISTRATING WELLNESS SERVICES EITHER VIA THEIR CORE HRIS OR AN IN-HOUSE SOLUTION, WE SAW 11 BEST OF BREED SYSTEMS USED WITH NONE STANDING ABOVE IT'S COMPETITORS.

# Career Pathing

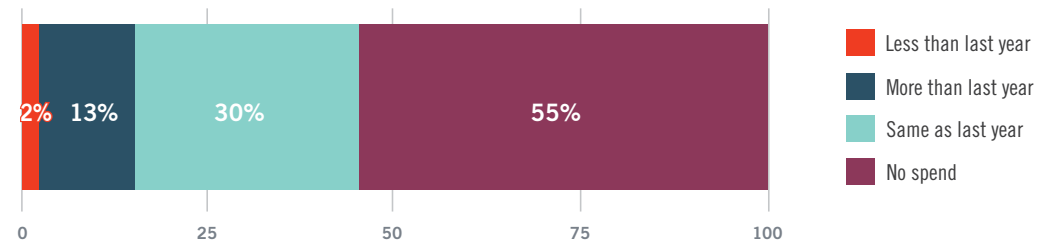
The presence of Workday, SAP HCM and Cornerstone in the top 5 systems of this functional area suggests the larger HRIS platforms with multiple modules are winning the early race in Career Pathing solutions.

The majority of Career Pathing solutions used are mainly larger multi-module systems, suggesting that a driving need for more specific Best of Breed solutions hasn't yet been identified.



**Best of Breed / Non-HRIS vs. Module of HRIS**

N = 58



**Future System Expenditure**

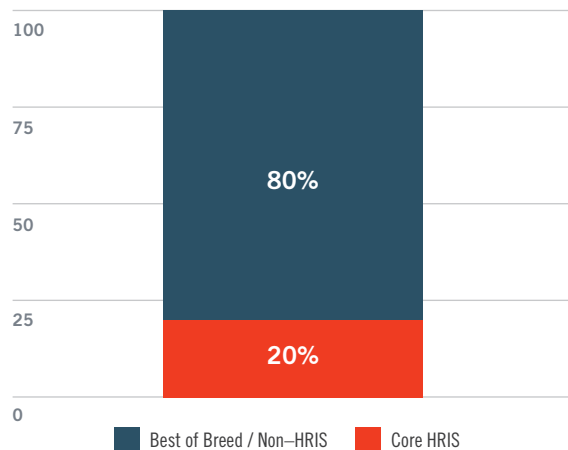
N = 110

THIS FUNCTIONAL AREA IS SEEMINGLY LOW PRIORITY, WITH 55% OF RESPONDENTS EXPRESSING NO DESIRE TO INVEST IN RELEVANT HR TECHNOLOGY OVER THE NEXT YEAR.



# Succession Planning

Succession Planning remains a functional area with low HR technology adoption — 65% of organisations stated that they had no solution in place (excluding In-house systems).

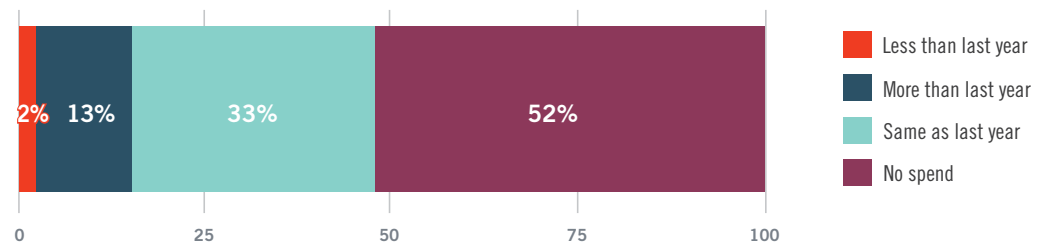


Best of Breed / Non-HRIS vs. Module of HRIS

N = 56

Those who are implementing a Succession Planning platform have combined it with either a multi-module HRIS or an integrated workforce modelling tool, which suggests little current demand for stand alone Succession Planning systems.

As expected, In-house solutions (spreadsheets) had an overwhelmingly Neutral User Satisfaction rating (67%), while the SaaS platforms topped the ratings with only Very Satisfied responses.



Future System Expenditure

N = 109

SUCCESSION PLANNING ISN'T A HIGH PRIORITY AREA FOR HR TECHNOLOGY INVESTMENT, WITH 52% OF RESPONDENTS INDICATING NO SPEND IN THE NEXT YEAR.

# Remuneration and Salary Planning

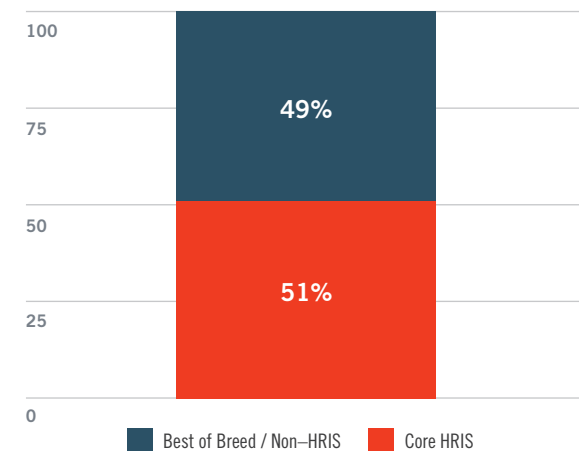
69% of organisations using In-house solutions are using spreadsheets as their non-Core HRIS Remuneration and Salary Planning platform. This statistic may explain the heavily Neutral Best of Breed User Satisfaction rating (52%). When excluding In-house systems, Best of Breed solutions are clear leaders in User Satisfaction.

Of those looking to replace their current system, Better Functionality, Improved User Experience and Consolidation of Platforms were the leading reasons. This suggests there is a demand for higher quality and ease of use.



**Most Common Systems**

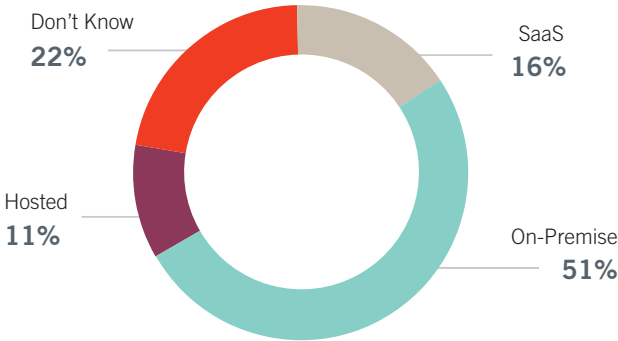
N = 68



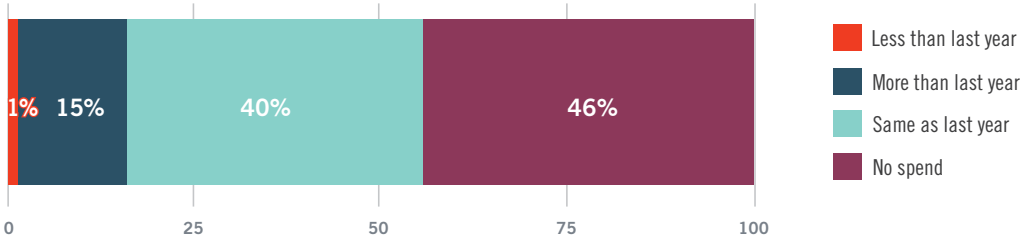
**Best of Breed / Non-HRIS vs. Module of HRIS**

N = 89

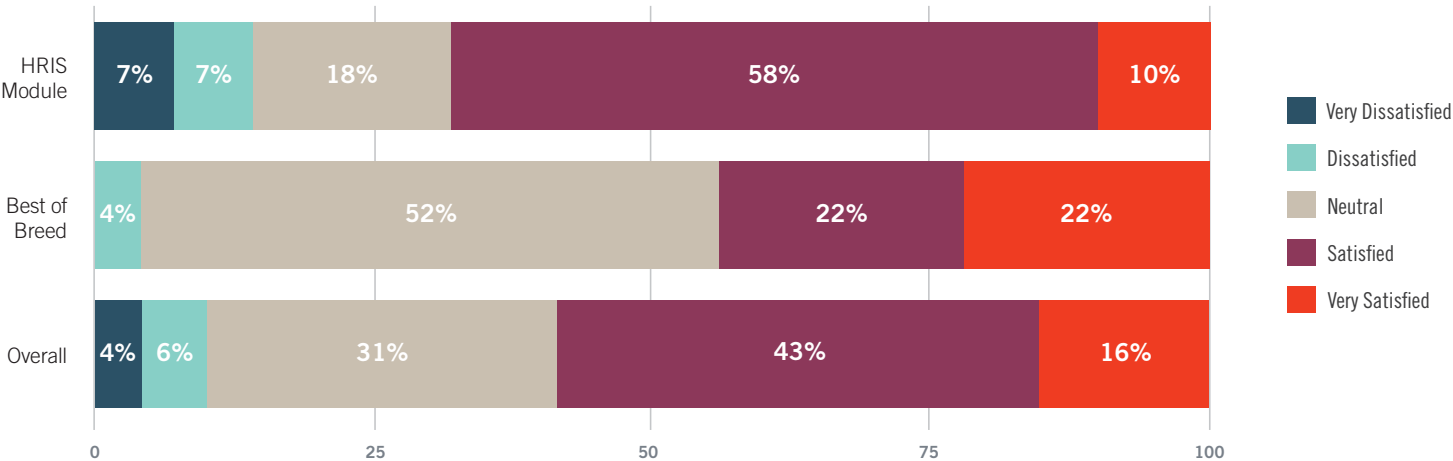
# Remuneration and Salary Planning



**System Deployment**  
N = 73



**Future System Expenditure**  
N = 110



**User Satisfaction**  
N = 67

PIVOT IS THE LEADING BEST OF BREED ALTERNATIVE. HOWEVER, FOR THOSE USING IN-HOUSE SOLUTIONS, THERE STILL REMAINS A RANGE OF VENDOR OPTIONS.

# OH&S, Accident and Incident Reporting

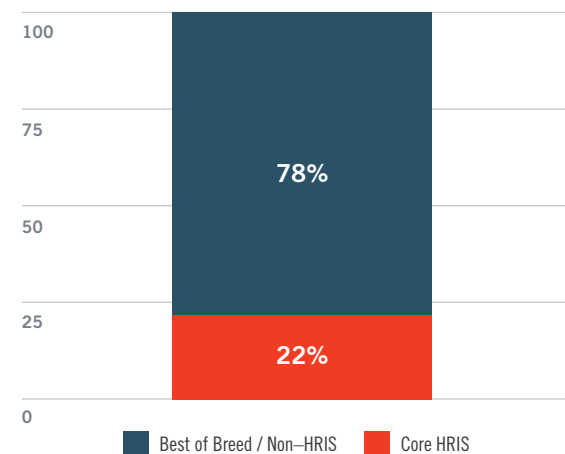
OH&S, Accident and Incident Reporting HR technology adoption continues to rise (70% of organisations), with most systems sitting outside Core HRIS platforms (78%). From these non-Core HRIS systems, the majority are In-house, which dominates in usage against the closest Best of Breed platforms, myosh and RiskMan.



Most Common Systems

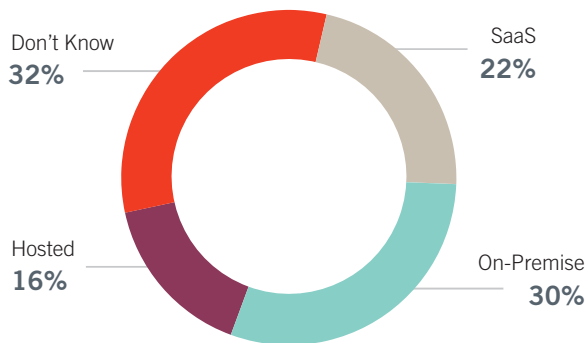
N = 119

This growth in OH&S, Accident and Incident Reporting system adoption looks to continue over the next 12 months, with over 60% of respondents planning to spend the same or more on their platforms.

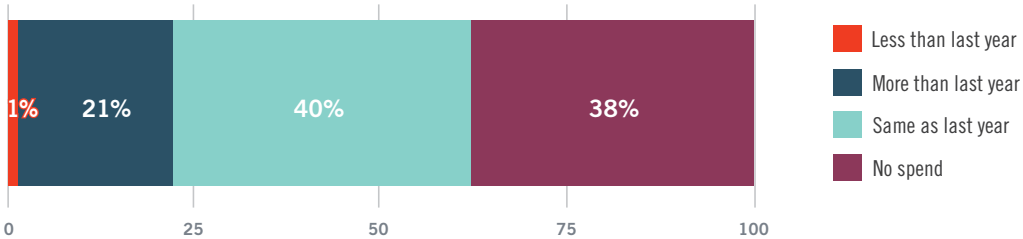


Best of Breed / Non-HRIS vs. Module of HRIS

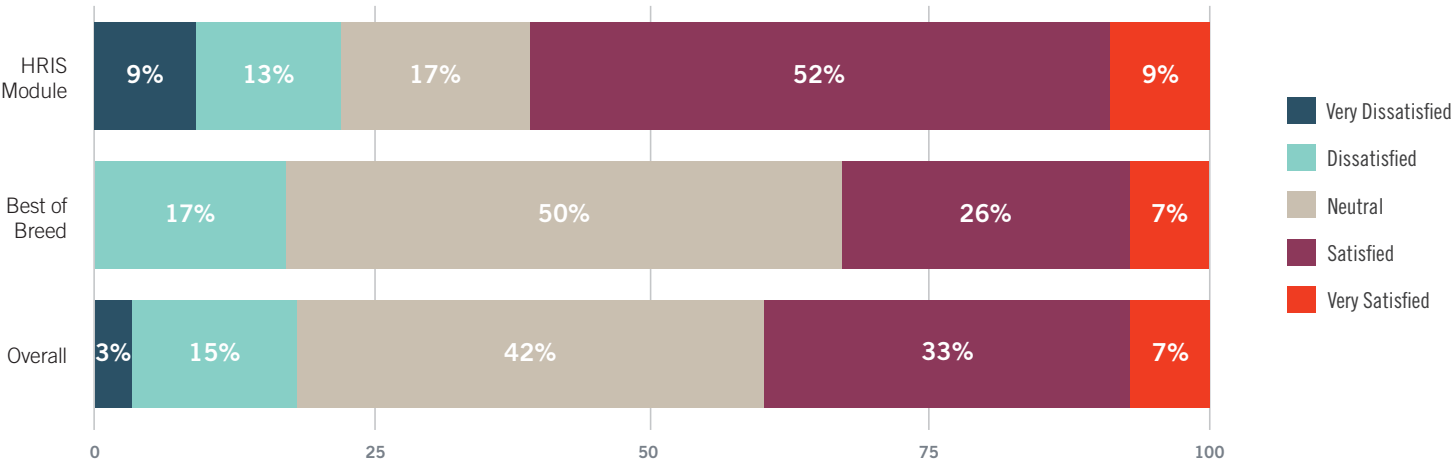
N = 116



**System Deployment**  
N = 83



**Future System Expenditure**  
N = 110



**User Satisfaction**  
N = 79

22 DIFFERENT BEST OF BREED PLATFORMS WERE REPORTED,  
INDICATING VERY STRONG MARKET COMPETITION.

# Organisational Charting and Workforce Modelling

Organisational Charting and Workforce Modelling is led by the Best of Breed platform OrgPlus (disclaimer: this is a Navigo product), with the remaining systems primarily as Core HRIS or In-house systems.

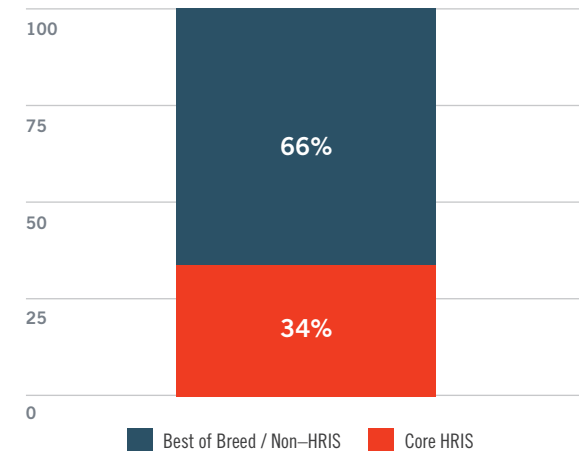
Organisational Charting and Workforce Modelling continues to find a home with organisations requiring visualisation of HRIS data.

The percentage of companies that incorporated a solution varied by organisational size, with organisations under 500 employees at 60% vs organisations with 500-10,000+ employees at 79%.



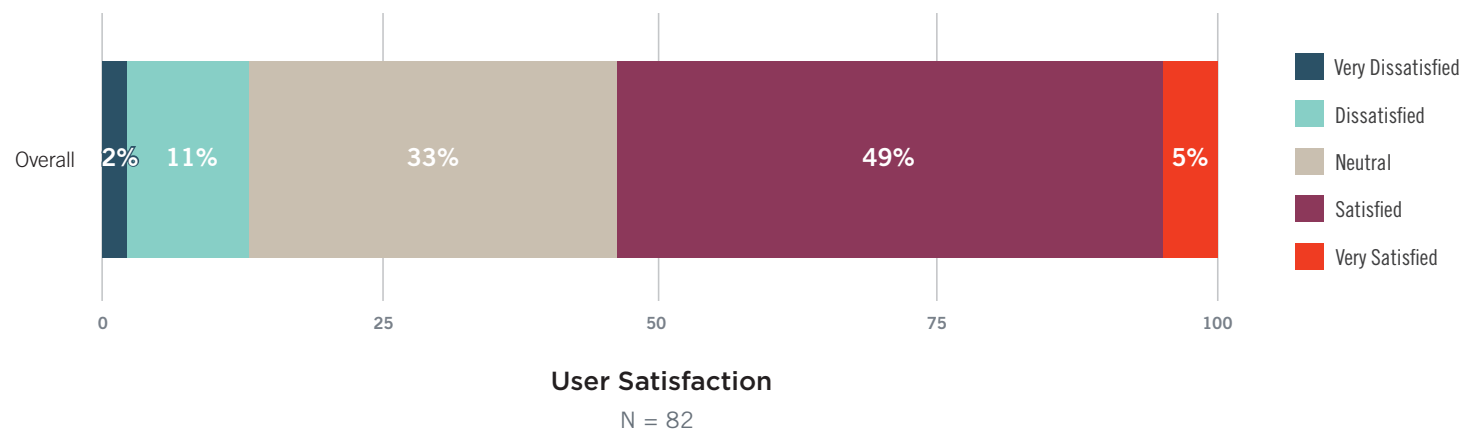
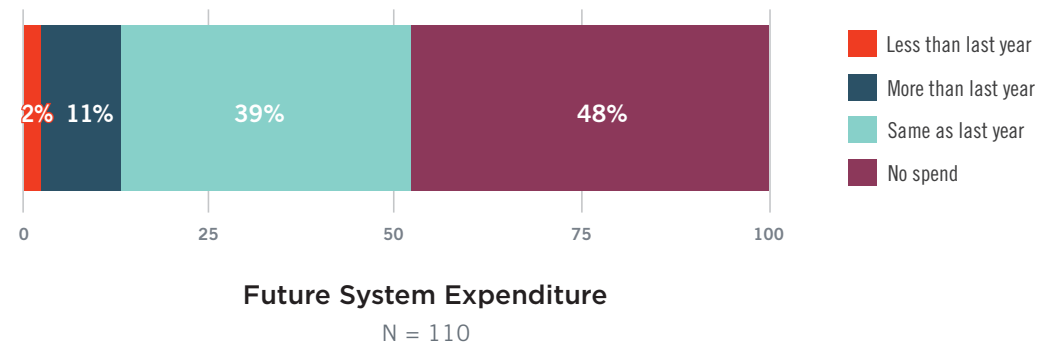
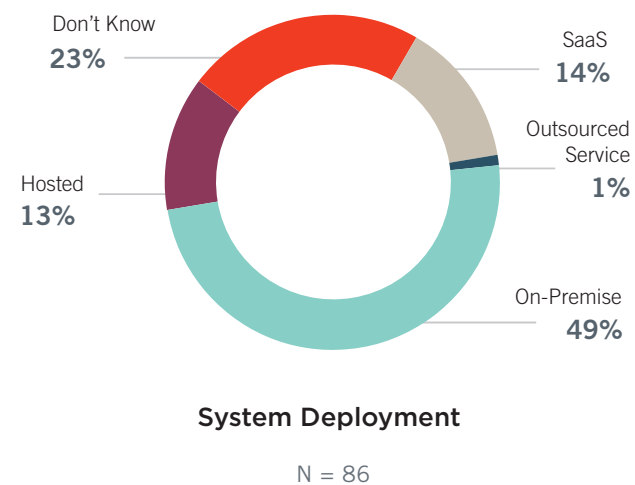
**Most Common Systems**

N = 120



**Best of Breed / Non-HRIS vs. Module of HRIS**

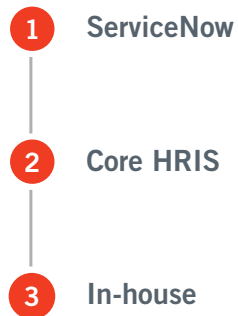
N = 110



ORG CHARTING PLATFORMS ARE PRIMARILY DEPLOYED ON-PREMISE (49%), WITH SAAS CONTINUING TO GROW (14%).

# HR Help Desk and Case Management

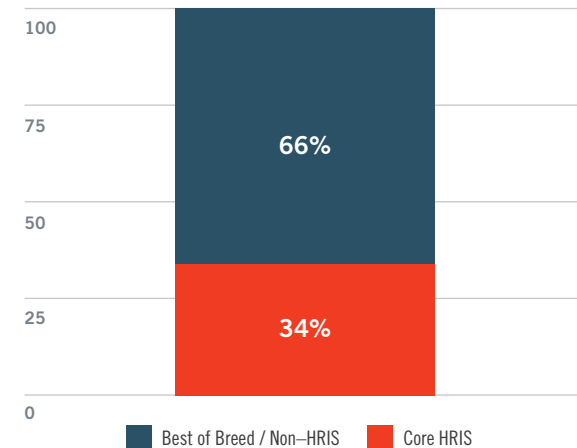
HR Help Desk and Case Management systems are beginning to mature as stand-alone tools for organisations. We're also seeing the market strengthening and competition increasing as respondents listed 13 different Best of Breed solutions.



**Most Common Systems**

N = 63

Usage and uptake are still limited, with 50% of organisations indicating no intention of future investment over the next 12 months.

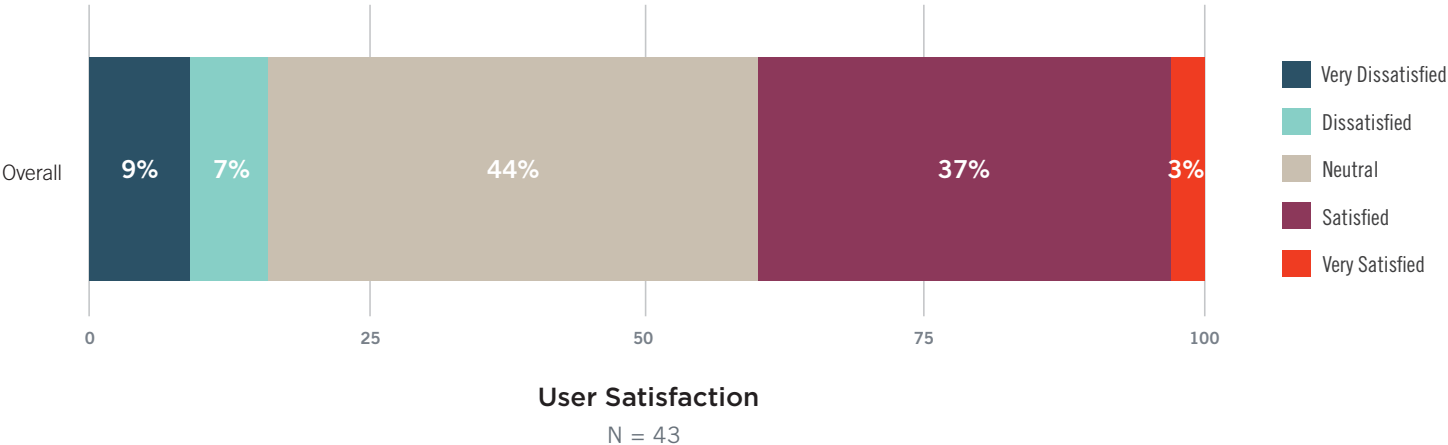
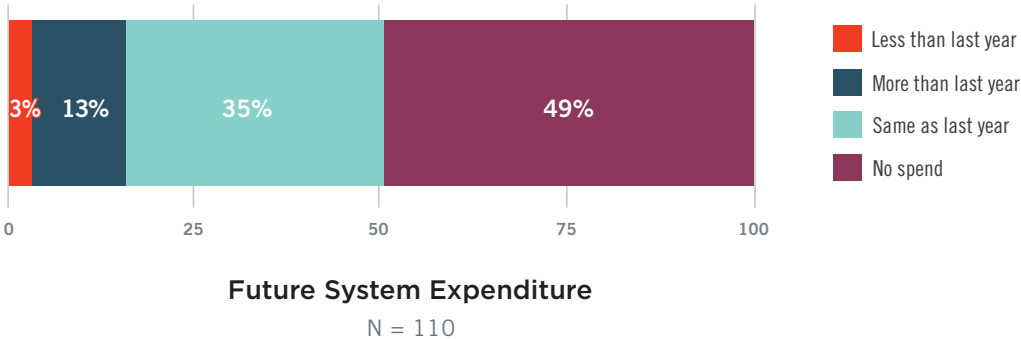
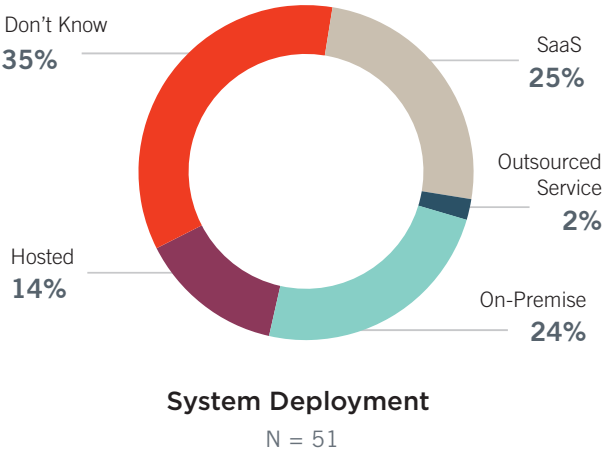


**Best of Breed / Non-HRIS vs. Module of HRIS**

N = 47



# HR Help Desk and Case Management



OVERALL, USER SATISFACTION FOR BOTH CORE HRIS PLATFORMS AND BEST OF BREED SOLUTIONS ARE RELATIVELY POSITIVE, WITH 40% OF RESPONDENTS INDICATING SATISFIED AND VERY SATISFIED RATINGS.

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# PART 03 / Report Details



# Respondent Demography and Method

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## Methodology

Navigo's 6<sup>th</sup> Annual Australian HR Technology Survey was conducted using an online survey between May and June 2018. The respondent profile included professionals working in the HR and IT sectors across Australia. Overall, 175 responses were gained from 164 organisations.

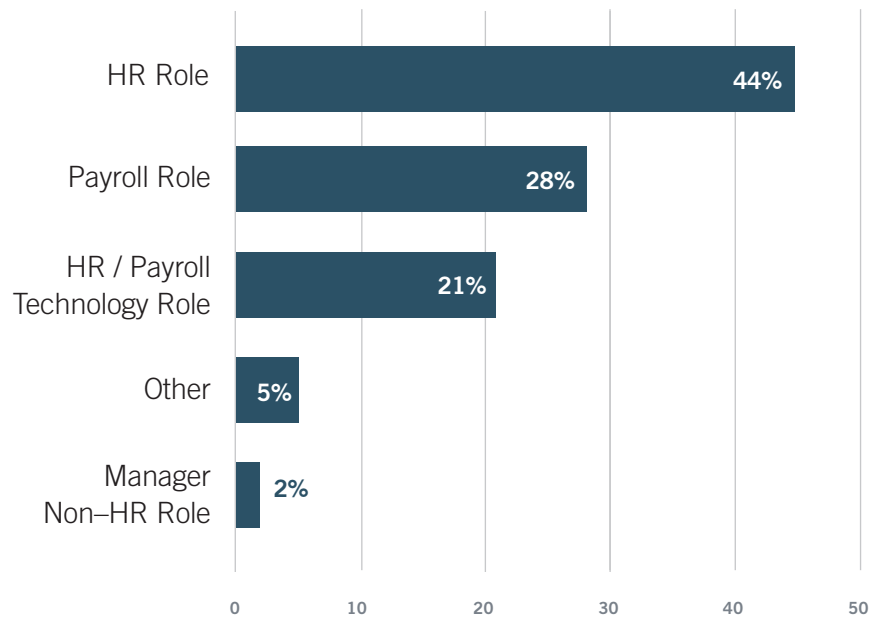
When several subjective responses were received from one organisation, all answers were considered. To maintain integrity and accuracy, objective answers were combined or further investigated.

## Sampling bias

The aim of this survey is to gain accurate industry insights via a diverse representation of the market. We invited the majority of HR vendors across Australia to promote the survey to their customer base, which may cause sampling bias due to varying rates and levels of promotion from vendor to vendor.

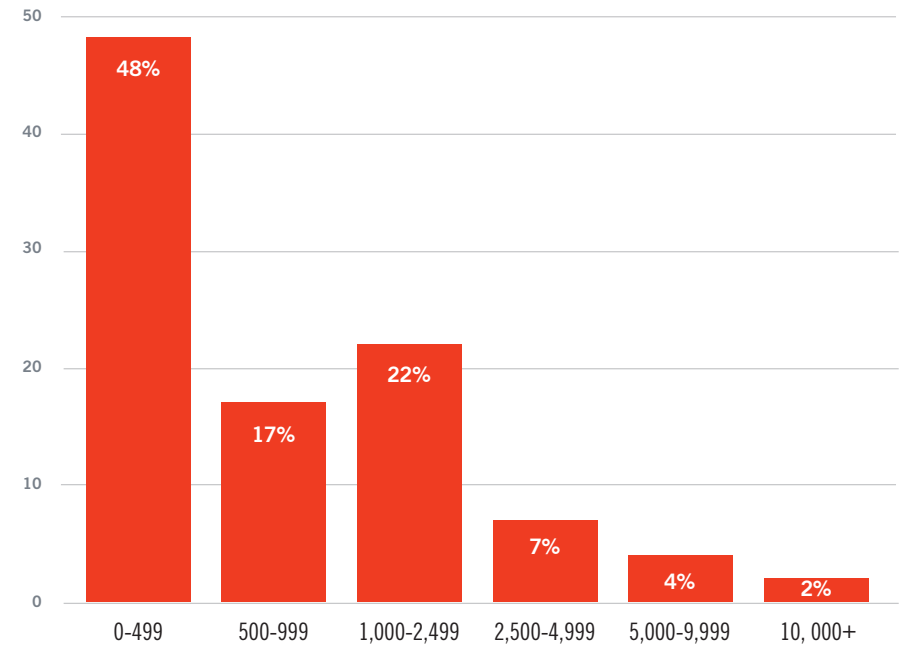
As Navigo offers HR technology solutions, our customers account for a higher percentage of survey respondents when compared to the total market. In some instances, respondents have indicated 'Don't Know' for the name of their Non-Core HRIS system. This may result in Core HRIS appearing higher on the 'Most Common Systems'.

# Roles and Organisation Size



Respondent Roles

N = 175



Respondent Organisation Size

N = 175

# About Navigo

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Navigo is an Australian HR solutions company specialising in cutting-edge software to solve specific operational and strategic HR issues. We provide tools for Workforce Planning, HRIS Visualisation and HR Data Analytics.

Our core objective is to help organisations use their HRIS data in a meaningful and valuable way.

Working with over 600 industry-varied customers across Australia, New Zealand and Papua New Guinea, our team of HRIS veterans and technology experts are committed to delivering HRIS and point solutions that provide hard ROI against transactional HR activities.

After noticing a gap in Australian-based HR technology research, we began conducting wide-spread surveys to compile comprehensive reports about the current specifics of the HR technology space. Since the first Navigo HR Technology Report in 2009, we have been at the forefront of HR technology across the country.

To learn more about Navigo, visit  
**[www.navigo.com.au](http://www.navigo.com.au)**

6<sup>th</sup> Australian HR  
Technology Survey

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