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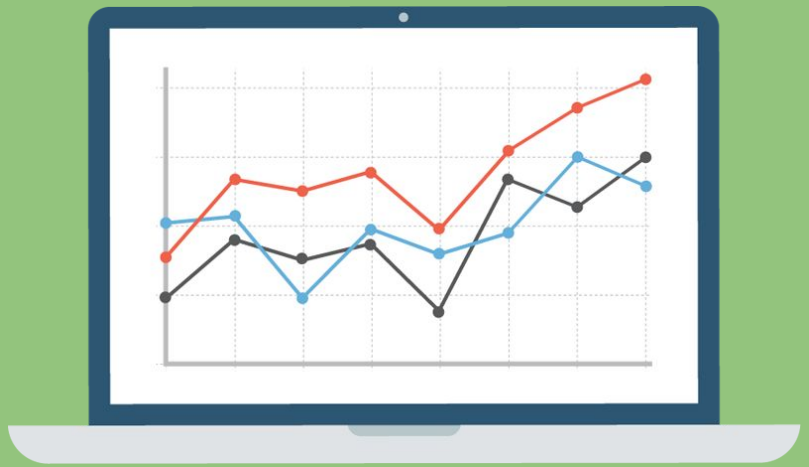
Helpful Statistics

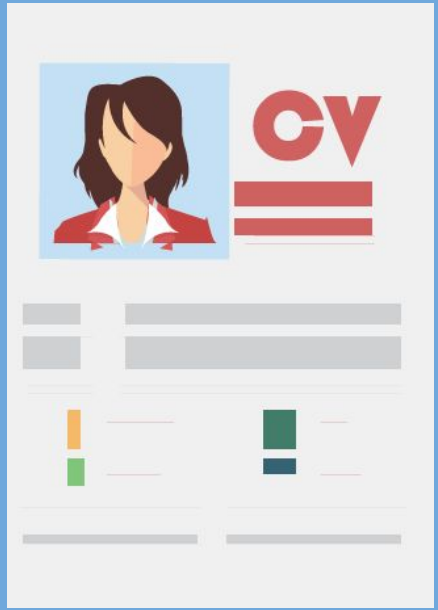


Applicant Tracking

- 75% of recruiters and hiring professionals use a recruiting or applicant tracking software. In addition, the vast majority of those recruiters and hiring professionals (94%), say the ATS has improved their hiring process (Source)

- 23% of companies who use an ATS report reduced time-to-hire (Source)

- Your ATS should improve communication with candidates, which goes a long way towards creating a positive candidate experience. According to Career Builder, candidates who have a positive candidate experience are "more likely accept your job offer, reapply in future and refer others to your company, which means you will grow your talent pool and improve your employer brand." (Source)



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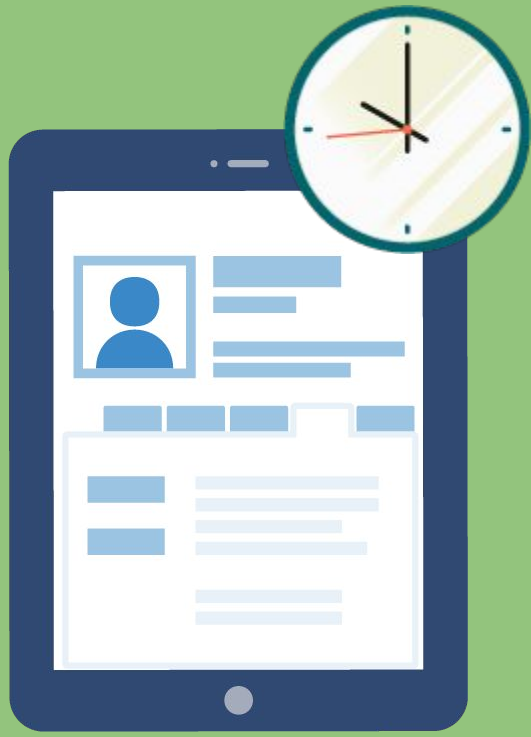
Automated Onboarding

- Automating logistical new hire tasks such as desks, workstations, documents and trainings can reduce onboarding costs by as much as 50%.
(source)

- An automated onboarding program can reduce employee turnover from 44% to 14%!
(source)

- New employees who attended a well-structured onboarding orientation program were 69 percent more likely to remain at a company up to three years.



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Electronic Documents/Signatures

- A 50% reduction in the time to obtain signature approvals in HR documents. (source)
- A company of 100 employees can save as much as 40 man hours by avoiding paper-intensive processes. (source)
- Electronic-signatures cut document turnaround time by as much as 90%.
- $20: Labor costs for filing a document
  $120: Labor costs for finding a misfiled document
  $220: Labor costs for re-creating a lost document
  - —PricewaterhouseCoopers
- Deadline notification capabilities can ensure documents are signed on time!
  (source)

Reporting

- 2.3 Hours: The average time HR spends each week creating reports.
  (Source: 2018 BambooHR Virtual Summit Survey)

Time Off Tracking/Automated Time Off Management

- Average revenue per full-time employee increased four times in organizations with automated absence/leave management technology
  (Source)

- (Automated time off management) helps to lower costs by accurately tracking employees' time off and making sure PTO is recorded as it is taken. On average, companies allow 3 extra days of PTO per year per employee.
  (Source)

- Also mitigates impact of planned/unplanned absences. According to SHRM, absences (planned and unplanned) cost businesses 6.2% of annual payroll
  (Source)

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Employee/Manager Self-Service

- HR Teams can reduce the time they spend on administrative work by 40 to 50 percent when adopting Employee Self-Service. (Source)

- Businesses with formal employee-involvement (like Self-Service) practices boast 20 percent higher return on investment (usually in the form or Operational Efficiency i.e. Time savings). (Source)

- "Manager self-service allows your managers to develop training plans and department strategies that will maximize efficiency and productivity ... Manager self-service simply makes it easier for each of your supervisors to lead their team." (Source)

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BambooHR Performance Management

- 88% of peer-reviewed employees are more satisfied with their jobs. (Source)

- 40% of global companies use performance management technology, but only 7% have a system that is integrated into their HRIS. Integration maximizes the ability to leverage performance management data.
(Source)

- There is a direct and measurable correlation between the frequency of "check-in" conversations and the engagement of team members.
(Source)

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