



The Ultimate HR Tech Stack Implementation Checklist

peoplestrong

HR technology is a \$400-billion marketplace today. 8.4% of the total HR budget is allocated to HR technology, which is the top area in which HR plans to invest for the third year in a row*.

Yet, HR Tech implementations continue to fail.

32%

of HR tech projects are over budget

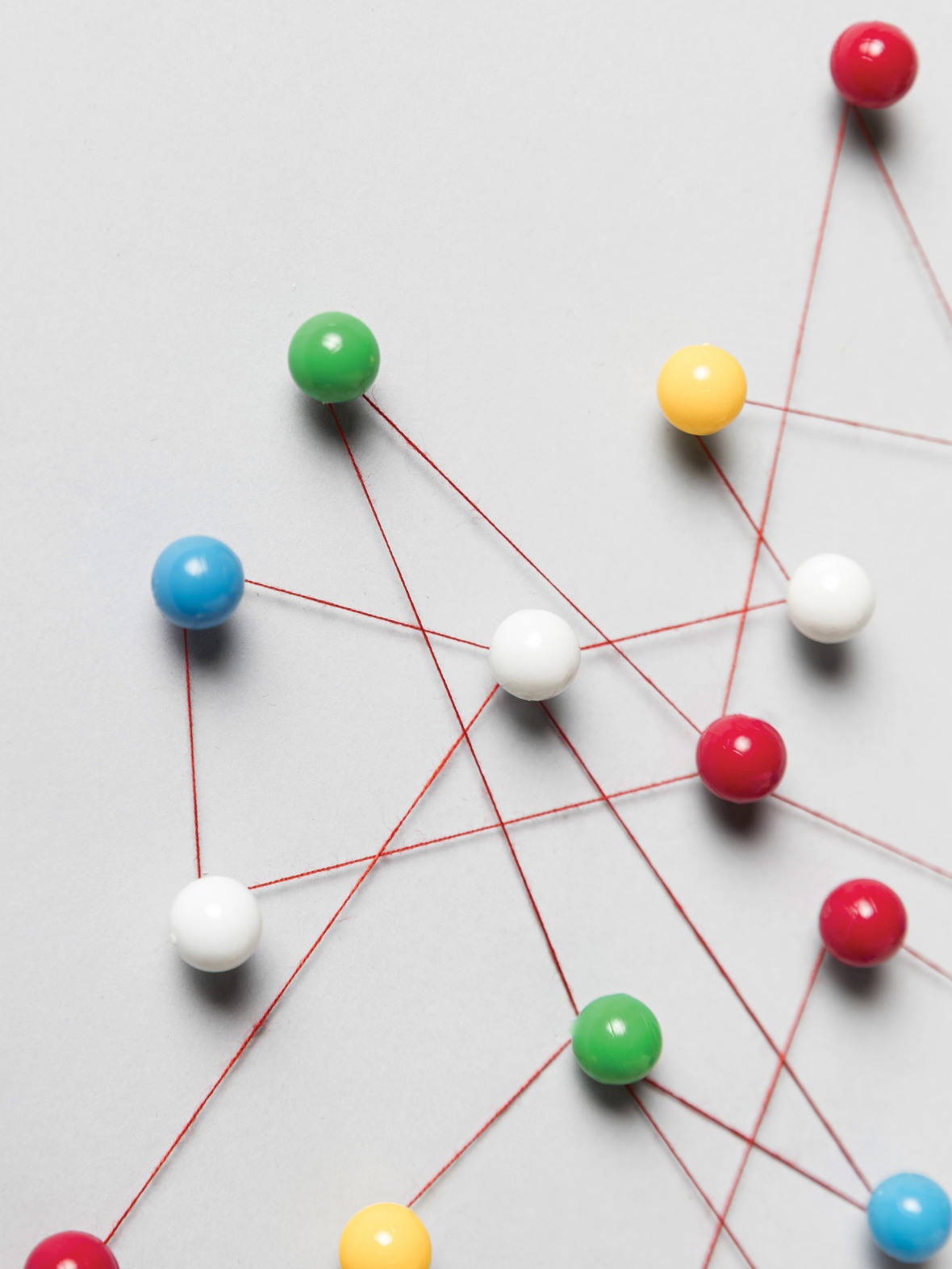
53%

missed the deadline for implementation

42%

stated their HR tech projects were either not fully successful or failed after two years**





This ultimate guide will give you all the information to lead a complex HR Tech implementation, from project initiation, workshops, rollout, and hyper-care, so you can take an informed and confident approach to the entire process, knowing it'll be foolproof.

63% of HR Leaders expected greater value additions to their business from cloud HR software implementations than what their investments had achieved.

- A survey by KPMG



Why Do Implementations Fail?

1

STRATEGIC OVERSIGHT

- Building a tech stack without simultaneously improving HR processes.
- Overemphasis on immediate issues, neglecting underlying systemic problems.
- Unclear requirements lead to improper implementation.

2

OPERATIONAL AND EXECUTION ISSUES

There are multiple modules and different use cases, which further adds to the complexity.

- Conflicting tasks during multi-phase implementations.
- Poor project governance leads to a loss of direction mid-project.
- Misalignment among internal team members.
- Inadequate data management practices.

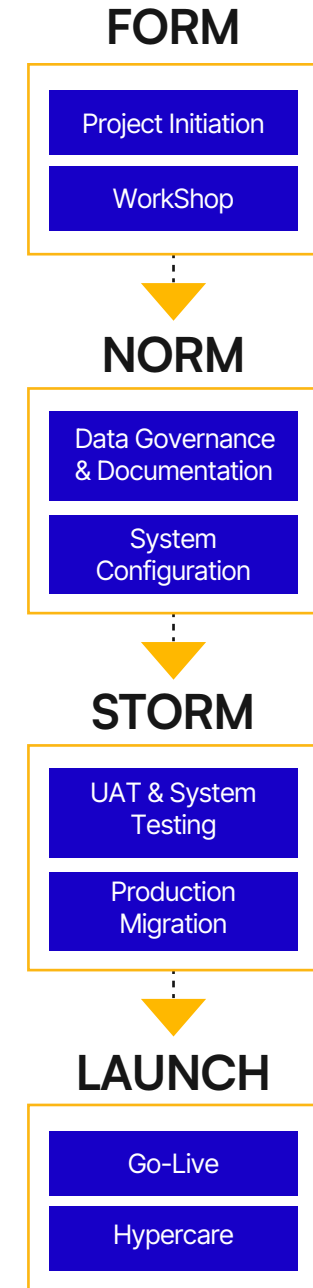
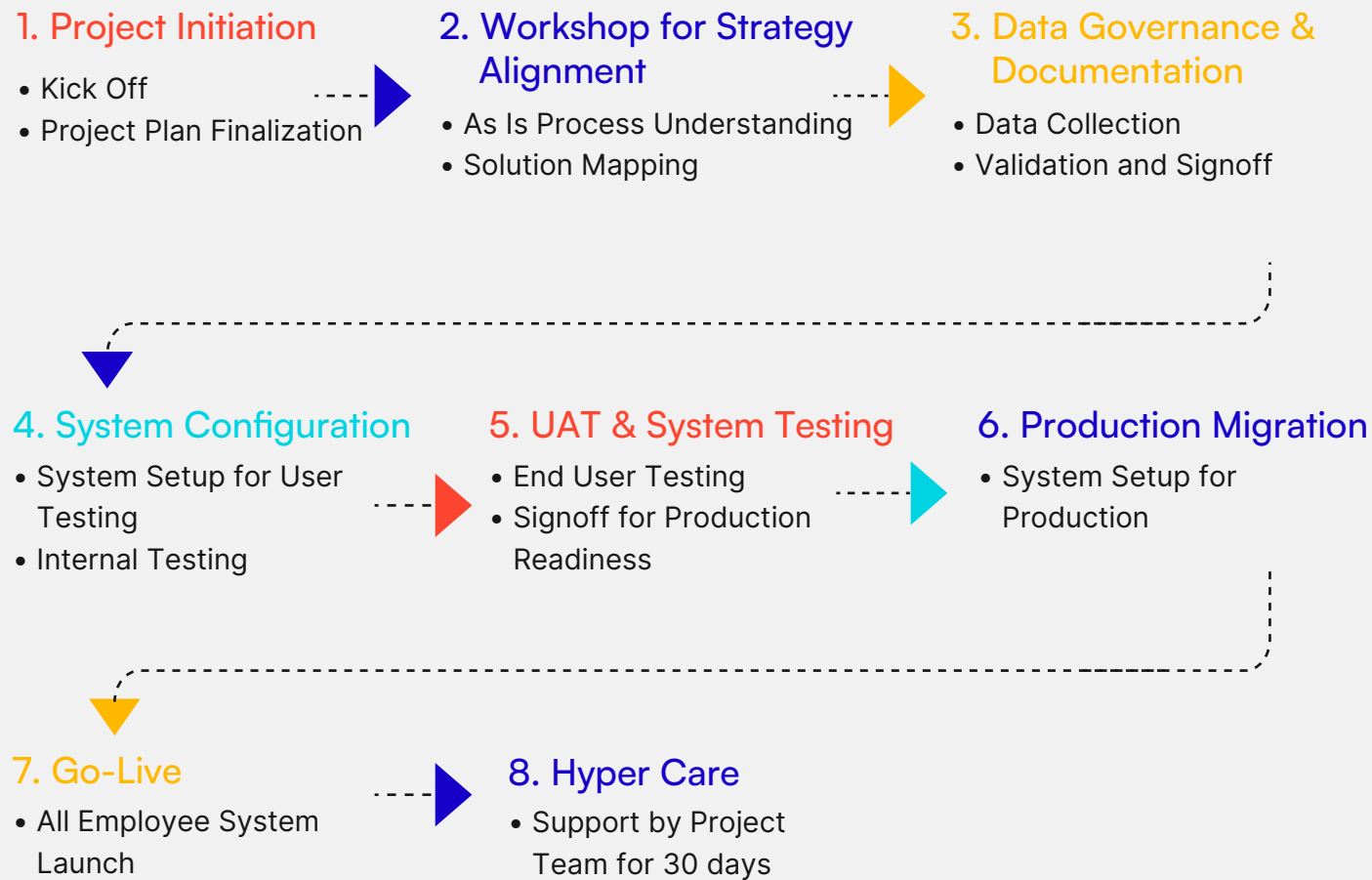
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CHANGE MANAGEMENT & ADOPTION

- Internal teams focus on saving time with a myopic view of implementation and cut back on stages or time spent in adoption.
- Organizational resistance to transitioning from legacy systems.
- Insufficient training and support for employees.
- Generating business value and demonstrating ROI remains a persistent challenge for HR tech implementations.

According to Gartner, about 57% of HR leaders say ongoing adoption is difficult, 46% say justifying tech investments to the leadership team is hard and 43% say building a roadmap for transformation is almost impossible to get right.

8-Step Implementation Process for an Error-Free HCM Implementation





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