

8 key HR challenges of business transformation

Workload for HR teams can increase astronomically during a period of business transformation such as a merger, acquisition or rapid growth phase.

Integrating disparate business systems, analysing data, and ensuring a positive experience for employees can all be incredibly difficult, especially without the right tools and system in place.

Here are 8 key challenges typically faced by HR teams during business transformation:

01

Disparate technology systems

Many businesses push ahead with organisational change without giving enough strategic thought to the integration of their HCM technology, or to replacing dated, manual processes with centralised, innovative solutions:



02

Lack of access to data

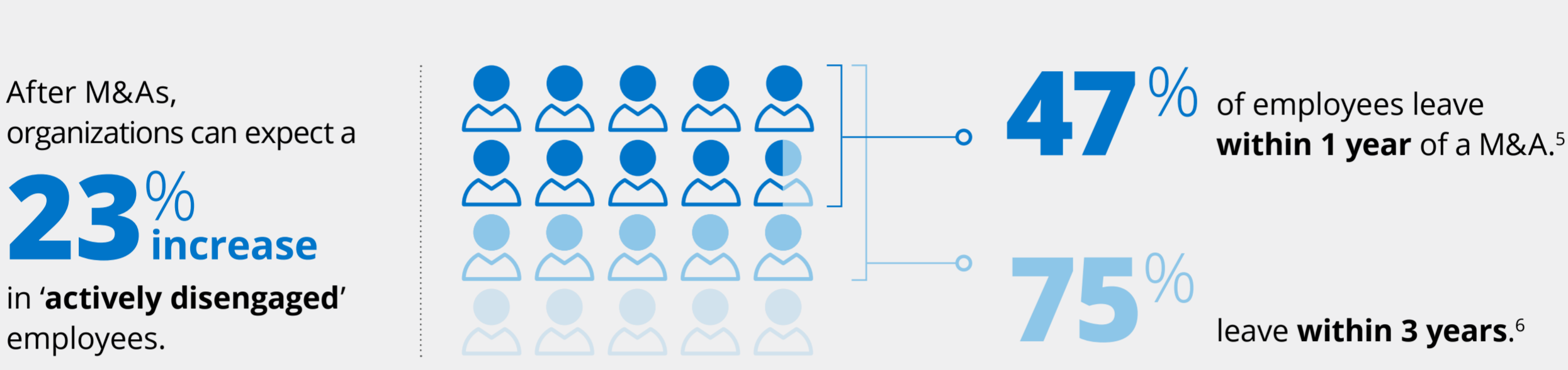
Without sophisticated, centralised technology, it's extremely hard for HR teams to provide answers to vital questions, support employees, or make accurate recommendations for the business' future.



03

High employee attrition rates

It's not uncommon for employees to end up feeling disenfranchised and 'out of the loop' following a merger, acquisition or period of rapid growth:



04

Cultural alignment issues can disrupt success

Without a strategic 'action plan' for ensuring cultural alignment, it's very easy for issues to arise:



05

Impact on profits and growth

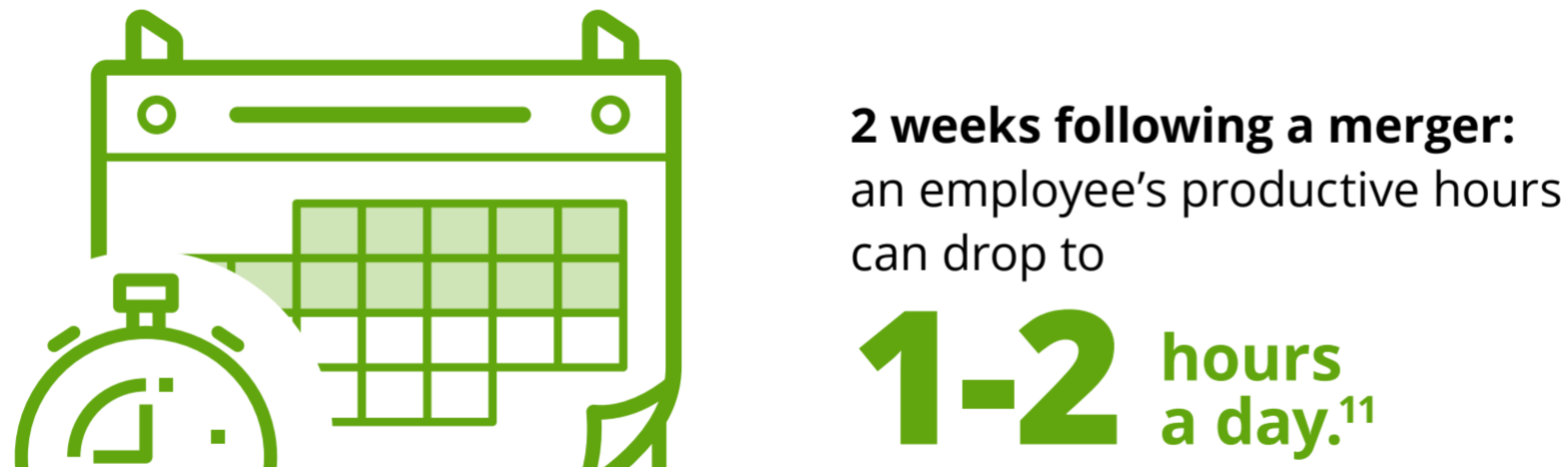
Losing staff after a merger, acquisition or period of growth can affect profits and growth.



06

Staff can be highly unproductive during and after change

A lack of communication and strategy can make staff unmotivated and unproductive:



07

Happy staff are vital for growth

To ensure the ongoing success of the company, it's imperative that the organisation deliver a positive employee experience from the outset.



08

Acquiring new talent can be a key benefit of change

Many businesses undertake change in order to build their team and secure new talent, but then fail to nurture and motivate these staff through the process.



How can Rizing help?

Rizing is a premier SAP partner with a leading HCM (Human Capital Management) solution and consulting practice. We are experts in the world-leading SAP SuccessFactors HCM solution, and have extensive experience in implementing, business transformation SAP SuccessFactors services, and business technology experience. Our expert team can help you at every step of the merger and acquisition journey – ensuring you have the best possible strategy and technology in place from the outset. We can help with everything from business process design to change management and strategic consulting, reporting and People Analytics, and training and digital adoption.

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