

Is Your HCM Pulling Its Weight?

Most organizations use only a fraction of what their HCM platform can actually do. Over time it fades into “good enough” and the small gaps it leaves quietly tax payroll, finance, your managers, and your people. This isn’t about your HR team. It’s about whether the investment is truly working for the business.

Take five minutes. Check every statement that rings true for your organization, then read where you land.

PAY & ACCURACY

- ☐ Off-cycle payroll corrections or manual fixes happen more often than we’d like.
- ☐ One or two people “just know how payroll works” and we’d be stuck without them.

THE MANUAL TAX

- ☐ Important workforce processes still live in spreadsheets outside the system.
- ☐ The same data gets keyed in more than once.

VISIBILITY FOR LEADERS

- ☐ A straight answer - headcount, turnover, overtime cost - takes days, not minutes.
- ☐ Leaders outside HR can’t pull the people data they need without asking someone.

MANAGERS & EMPLOYEES

- ☐ Managers spend more time chasing approvals and data than leading their teams.
- ☐ People still email HR for things they should be able to do themselves.

RISK & COMPLIANCE

- ☐ We’re not fully confident we’d breeze through a payroll, tax, or labor audit tomorrow.
- No one could quickly show how the system is set up, or why.

FINANCE & FULL VALUE

- ☐ Workforce data doesn’t flow cleanly into finance, budgeting, or forecasting.
- ☐ We’re paying for features or modules we never fully switched on.

THE HONEST ONE

- ☐ The system has quietly settled into “good enough,” and no one has asked “could it do more?” in a while.

Where you land

0–2 boxes

Healthy.

Largely working for you. Worth a periodic tune-up to keep it that way.

3–6 boxes

Leaving value on the table.

Small gaps that quietly add up in cost, time, and risk.

7+ boxes

It’s holding you back.

The good news: It’s often fixable without replacing anything.

Three questions to bring to your next leadership meeting

1. What are we still doing by hand that the system could do for us?
2. What decision did we delay because the data took too long to get?
3. What are we paying for that we’ve never switched on?

If you checked more boxes than you’d like, a focused look usually pays for itself. OnActuate’s complimentary HCM Optimization Assessment is a one-hour session with a senior consultant to surface quick wins, root causes, and where your platform could be doing more, with no obligation.

Book your assessment → onactuate.com/hcm-optimization-assessment