

HR & Benefits Technology

An insider look at employers' preferences when it comes to HR & benefits technology in 2018.

POPULARITY



33% of employers say that they "can't live without" HR technology.



Multiple Forms of HR Technology

LESS THAN 50 EMPLOYEES

50% used more than two forms of HR technology.

MORE THAN 50 EMPLOYEES

88% used more than two forms of HR technology.

Only 4% of businesses stated that they never utilize HR technology.

INVESTMENT



81% of businesses surveyed have more than **\$2,000** allocated to HR technology in 2018.

LESS THAN 50 EMPLOYEES

50% have HR technology included in their 2018 budget.

1/3 are looking to purchase **new HR technology** in 2018.

MORE THAN 50 EMPLOYEES

75% have HR technology included in their 2018 budget.

1/2 are looking to purchase **new HR technology** in 2018.

BROKER ENGAGEMENT

50%

Half of all of businesses rely on their health insurance broker to help them make decisions about benefits & HR technology.



Over **75%** of employers would like to work with their current brokers to offer consumer-driven health plans to their employees in 2018.

HR TECHNOLOGY INSIGHTS

LESS THAN 50 EMPLOYEES

60% are interested in purchasing software to manage their payroll processes.

76% of employers believe that it is valuable to eliminate duplicate data entry by managing benefits & payroll in one system.

MORE THAN 50 EMPLOYEES

These businesses found hiring and onboarding the most difficult to manage when compared to benefits enrollment, payroll, performance reviews, and time-off tracking.



55% of companies that do not use time-off tracking software believe that it would be the most beneficial for their employees.

When HR admins and employers were asked in what areas HR technology would be useful, time-off tracking was the leader.



When asked what part of implementing HR technology was most difficult, training employees was the most common response.

TAILORED BENEFITS

91%

91% of employers believe it's at least somewhat important to offer HSAs, HRAs, and FSAs to their employees.

83%

of businesses with more than 50 employees are interested in offering HSAs, HRAs, and FSAs in 2018. 72% of businesses with less than 50 employees also expressed the same interest.

75%

of employers stated that they regularly look for new benefit options like telemedicine and life insurance to add to their offerings.

Telemedicine

60% of employers are planning on offering telemedicine plans in 2018.

71% of employers believe it is at least somewhat likely that they will offer telemedicine by the year 2020.

SALES & MARKETING

LESS THAN 50 EMPLOYEES

50% favor in-person demos and presentations to learn about new HR technology tools.

MORE THAN 50 EMPLOYEES

1/3 prefer to learn about new HR technology tools from their broker.

40% preferred learning about new HR technology with videos.

*These statistics are representative of businesses surveyed across the United States in December 2017 by EaseCentral.