

# Identifying the Difference Between uFlexReward and an HRIS

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All HR Information Systems (HRIS) require a complete business transformation. They are great systems of record, which is what they are best at. A core HR database can automate HR business processes such as moving people, managing joiners, changing jobs, managing leavers, and knowing organizational structures. Since all these processes are important, organizations need those digital technologies.



But Total Reward professionals have built up a way of working that has not deviated throughout the era of digital transformation. And where digitization has occurred, it has largely been through local technologies.

This cohort is protective of their way of doing things. To adopt the Compensation and Benefits modules globally and fully (i.e. all reward Plans) within any HRIS, Reward teams have to be willing to change fundamental ways of doing things.



There is really only **one** way to move someone, create a new position, capture that hierarchy, or store demographic data points. And all these things therefore can be, and are, easily adopted on the global scale using the HRIS.

But reward is more nuanced and locally driven in nature. This makes it hard to prove to CHROs, reward leaders, and any other team the advantage to gathering reward data, or to use the HRIS more. Indeed, more likely, it's even impossible due to disparate business systems, and so it generally doesn't happen, and if it does only in certain territories for certain reward plans.

Often the professional services partner hired to implement the HRIS will focus on the Core HCM, and other modules the client has bought (i.e., recruiting, absence management, talent management, etc). They will get the base salaries crudely loaded into the Compensation module...

**And then walk away.** (This happens for a multitude of reasons).

The Core HCM module ticks along just fine and runs many of those non-reward processes with success. It allows people to get paid and makes their demographic data largely known, so the implementation is regarded as a success by most, if not all, stakeholders and partners.

HRIS platforms are rigid software-as-a-service (SaaS) products. Customers have to be willing to “*give themselves over*” to it, to manage their compensation and benefits processes and data, to be comfortable with using its terminology instead of theirs, and to be comfortable with all the fields and reporting functions. Customers have to inevitably invest in additional expert consultants to help run it.

Organizations have to ensure that they maintain the platform and be willing to amend Plan rules: from eligibility rules and values to rates, formulas, and percentages, all within a rules engine that's not focused on user experience nor dedicated to the Total Rewards industry.

Total Reward teams within organizations have to let go and “outsource” to the HRIS approach.

And so, they must pivot their whole approach and be happy with seeing the tangible ROI benefits of doing so.

**But no global organization ever does that.**

**So, when a global organization is inevitably not comfortable with that globally, then there will be data gaps in total rewards, especially with the existing echo system of reward technology that remains in place despite more disparate technology being added all the time.**

And gaps in reward data (one of the biggest investments for any organization, remember!) means organizations cannot easily report globally, and instead must rely on those other technologies (either local, regional or global), external administrator and vendor platforms, or spreadsheets to fill those gaps.

Our **uFlexReward platform** is also a SaaS product, but crucially it does not need a fundamental change to the way you manage and approach compensation and benefits, or any other reward process. We do not *disrupt* to the same extent as the investment made in the HRIS.

Instead, it gathers and reflects an organization's complete and real picture of reward spend as reward plans and policies, are, well, fairly straight forward. They are usually a collection of numbers that need to be generated in a consistent, indexed, accurate, and complete output. That output is then used in many ways: from communicating, analysing, modelling, and reporting.

**Where the HRIS stores base salary, uFlexReward swallows that. Where the HRIS stores allowances, uFlexReward pulls that. There is no duplication of effort or data points.**

Where it does not store those (and instead is in local technologies, local spreadsheets, in people's heads, or in vendor platforms) we generate the value with our proprietary rules engine. Coupled with a complete and accurate oversight of *exceptions* to those policies, organizations have the full picture of that vast total reward investment.

That is what uFlexReward is at its core. We fill those very real and large data gaps in order for the organization to have one complete global picture of reward spend.







**As the demand for an understanding of ROI and reward spend optimization grows, this must start with a clear oversight of the current state.**

And finally, our SaaS product is ideal for experimenting with Future of Work concepts, because it is not the system of record or the transactional platform in the way the HRIS is. It is a platform, or series of applications, that augments the HRIS implementation and investment. It is the complete picture of reward spend, and so it allows for the complete picture in its communications to employees through its modelling, analytics, and reporting.

The HRIS is not designed to be used to experiment with new innovative reward ideas. It is hard to create reward plans, and experimental initiatives, that are not then committed to 'live' and adopted in error. With the importance and high profile of reward to both employees and employers, this would be highly undesirable!

Now is the time for total rewards to continue and complete its journey to full digitization. [Get in touch](#) to see how it's done.

