

# OrangeHRM ROI





As your business grows and new employees come on board, your HR team must evolve to effectively and efficiently meet the increased workload associated with a larger employee base. From new hire inductions to managing performance reviews, the work of your HR team continues to expand. Adding an HRMS to your organizational portfolio is fundamental to meeting these advancing HR needs.

At OrangeHRM we've categorized HR into 4 different pillars to help you know where your money is being spent. See what each pillar focuses on and what problems we solve for you:

## People Management

- Employee Management
- HR Administration
- Reporting and Analytics



## Talent Management

- Applicant Tracking
- Onboarding



## Culture

- Performance Management
- Career Development
- Training (LMS)



## Compensation

- Payroll Integrations
- PTO Management
- Payroll Connector

Offering world-class support, significant flexibility in customizing the software to your specific needs, robust onboarding capabilities, and continuous training, OrangeHRM has a proven track record in ensuring you achieve maximum return on your investment.

Learn about the ways OrangeHRM has proven its ROI.



## People Management

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On average, the HR professional can spend 5-6 hours a day performing administrative tasks. These could include creating staff reports, managing employee information, answering questions about the org chart, and so much more. When you enable OrangeHRM, many of your day-to-day tasks will be automated, freeing up valuable resource time which can then be dedicated to other initiatives that can better benefit your organization. Making your company a better place.

According to ZipRecruiter, the average U.S. salary is \$66,665. By deploying OrangeHRM, we've seen customers save **2-3 hours a day** or approximately **500** hours a year. This equates to an average saving of **\$16,000** a year.

Save **\$16,000 & 500 hours** per year

## Talent Management

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According to CareerBuilder, almost three-quarters of companies who made a bad hire reported an average of \$14,900 in wasted money. 74% of employers stating they hired the wrong person for the job, you need to have a collaborative Applicant Tracking System and an Onboarding tool to manage your talent better. With OrangeHRM, we provide a recruitment workflow where you can bring peers into the process and solicit their feedback, thereby maximizing your opportunity of hiring the right person while minimizing the cost associated with recruitment.

Don't hire the wrong person and lose out on **\$14,900**.

Save **\$14,900** per year





## Culture

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Did you know that replacing an employee can cost a business 6 to 9 months of that person's salary? SHRM reported that it can cost between \$30,000 to \$45,000 in recruitment and training costs to replace an employee that earns over \$60,000 a year. By implementing OrangeHRM's Performance Management and Career Development tools you can create a robust retention machine. This will help you retain your high-performing employees and develop your lower-achieving team members.

This represents a potential saving of **approximately \$30,000** for each higher-tier employee.

Save **\$30,000** per year

## Compensation

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Managing compensation has many aspects where time can be wasted. For example, employees take an average of three unreported PTO days a year, equating to \$768 per employee per year in lost productivity. Additionally, as per a survey by the NSBA, 24% of small businesses spend over 120 hours a year dealing with payroll mistakes. With OrangeHRM you will be able to set up PTO/leave rules that work best for your business and employees. You can also use our automated pay policies for accurate calculations to save time and money.

You'll save an average of **\$768** per employee per year and 120 frustrating payroll hours.

Save **\$768** per employee & **120 hours** per year

**Average potential saving with all four pillars = \$60,000 +**



## Read what our customers have said about the power of OrangeHRM.



"OrangeHRM is a project we're taking very seriously as it's a very exciting and important change for us to move to this system. I can see that OrangeHRM takes its work in transitioning clients as seriously as we are taking in making the transition to your application. As mentioned, we'd considered ADP and a few other applications in an evaluation process, and thanks to your good work and patience and in the apparent friendly user interface and customizability of your system, the decision became very easy to make."

*-Maria Glezos, Director of HR Benefits & Administration, Diona - USA*

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"We chose OrangeHRM due to the flexibility they offer, especially within our industry. OrangeHRM offers a flexible solution and people. They understood what challenges we faced, and offered a solution that could fit with our organization, and not the other way round, which many other suppliers do. OrangeHRM has made it easy for us to choose what modules we felt were needed at specific times. We are really excited to watch how we progress even more, and see what the future holds."

*-Guillermo Cogorno, HR Director, Projects Abroad - USA*

**ProjectsAbroad**



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