

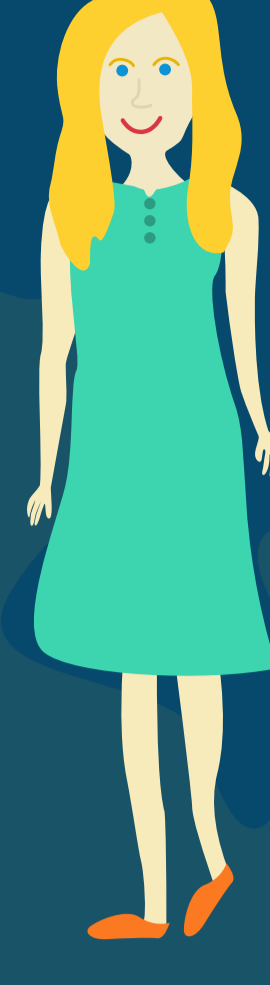
# HR & Benefits Technology

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.