



Hi,

This month's Insightful edition offers a sneak peek at what matters to our HR Systems survey participants and what the 2023-2024 data may show us this year. We'll also let you know where to catch the key findings first and other hot HR tech news.

26TH ANNUAL



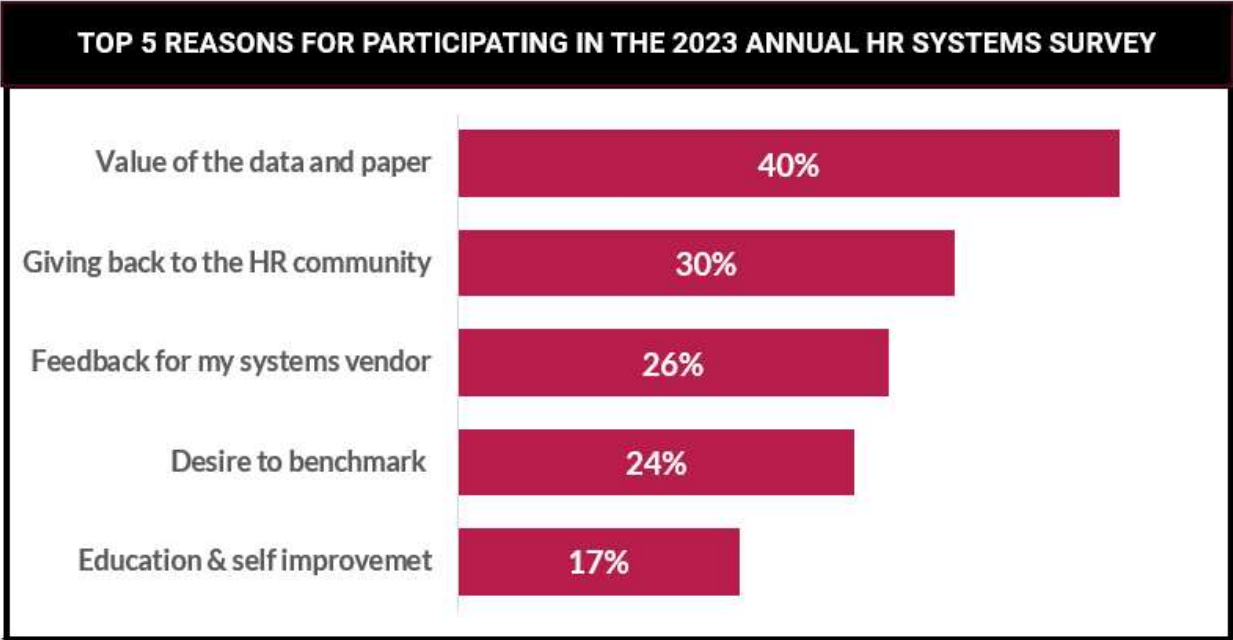
THANK YOU HR
COMMUNITY!



Critical data insights for generations.

Over 5,000 of you took the time to take the 26th Annual HR Systems Survey! We are beyond thankful to every [Distributor organization](#) and Survey Participant for their support. Our survey participants are the **lifeblood** of this valuable Voice of the Customer research, and the global HR community is stronger for it

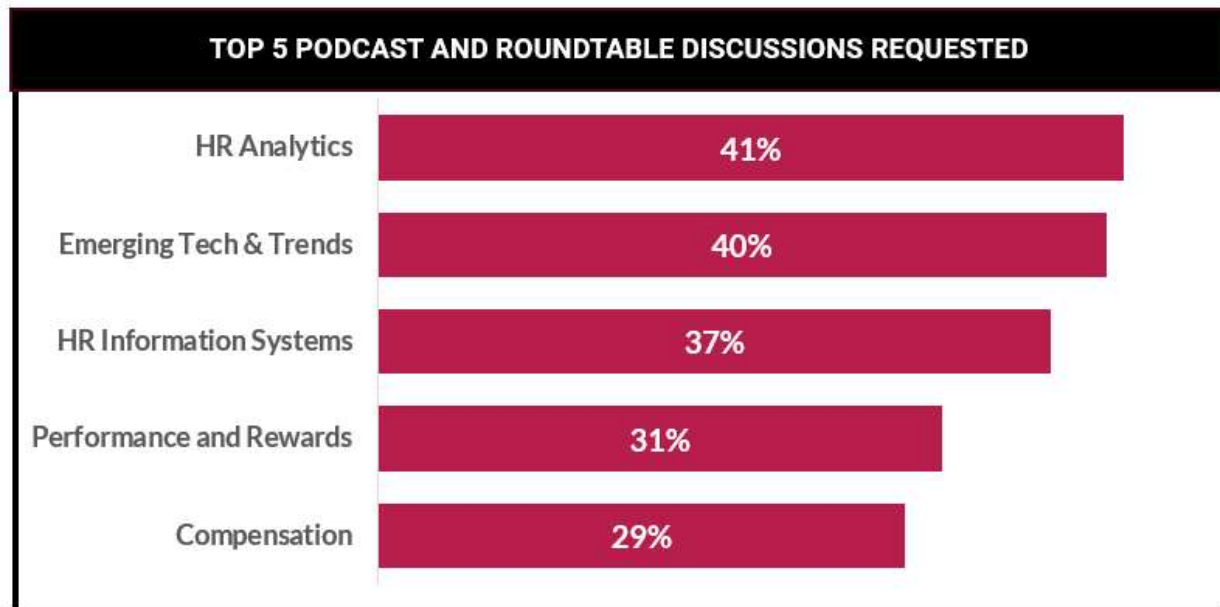
Your answers to “the why.”



Source; Sapient Insights Group, 2023-2024 Annual HR Systems Survey Data, 26th Edition

We weren't surprised that 30% of you shared that you participated this year to give back to the HR community with your insights and experiences. **We should also note that 4% of you told us you completed the survey because you were bored or curious – never underestimate the power of a boring meeting to drive survey completions!**

You shared "what matters."



Source; Sapient Insights Group, 2023-2024 Annual HR Systems Survey Data, 26th Edition

Your answers to "what matters."

We also asked participants for the top two podcasts and roundtable discussion topics they'd like to hear. It's good that HR is willing to share their insights and experiences because tough HR topics like analytics, performance, rewards, and compensation rose to the top, along with cool stuff like emerging technology.

Shhhhhh – being part of the Insightful community has its early-bird benefits.

"In this year's report, our data reveals that purse strings will be tighter this year...but there are still areas of increased spending; to be on the lookout for areas like Learning Solutions taking center stage; especially those bundled with learning content for organizations of all sizes."

SMBs are also planning to increase investments in Rewards and Recognition and Performance applications, while HR Analytics will be getting more investments from Mid-Market and Enterprise organizations."

--Stacey Harris, Chief Research Officer

So what's the *big reveal* about anyway?

...HR Tech Mega Session + Key Survey Findings - that's what.

Attend the [2023 HR Tech Conference Keynote](#) this fall and be **among the first** to hear Stacey reveal the public debut of key findings from this year's survey during her event:

Key Findings from the Industry's Most Comprehensive Study: The 26th Annual HR Systems Survey Keynote | Friday, October 13 | 8:15 am - 9:15 am | Mandalay Bay Resort | Session Number: Key4

***Insightful Reader Tip** - use code **SP300** for \$300 off your ticket!

Extend your trip and pre-register for our [HR Systems Strategy Pre-Conference Workshop](#) - back by popular demand. Start your week off with this #UKG sponsored pre-conference event and experience a data-driven immersive experience filled with collaborative exercises, group discussions, and templates for building an adaptive HR Systems Strategy:

Build an Adaptable HR Systems Strategy Workshop | Monday, October 9 | 1-4 pm | Mandalay Bay Resort | Oceanside D | Sponsored by #UKG | *Included in your All-Access Premium Pass | Registration required

Last year's workshop got rave reviews, with 100% of the participants willing to recommend the workshop and participate in the coming year. Here's what a few had to say...

"One of the most informative sessions I have attended at any conference in the past couple of years!"

Noël McMullen, CHRO, Premier Roofing

"Authentic strategy, in line with reality plus trending information."

Patti Mirallegro, Senior Director, HR Technology, Sunrise Senior Living

"The HRIS Strategy is always in development, and it is important to keep up with the newest ways to improve our strategy. It was great to see examples and case studies of strong outcome-focused strategies. This workshop was excellent."

Bina Bhatt, Global Head of Digital HR

"This was a great real-time opportunity to get first-hand experience with case studies and a hands-on workshop. Thanks to Stacey and the Sapient team for going the extra mile."

VP of HR Technology, Healthcare



[Register here.](#)

Sneak Peek 2.0: market trends, systems selection questions, or transformation plans?

Practitioners and Vendors! We'd love to answer some of your most burning market trend questions from this year's survey data and possibly provide real-time insights into our systems research - tailored to your product, service or needs. Get ahead of the game and set up a [discovery call](#) with Cliff Stevenson, Director of Research, and Lisa Renko, Director of Client Relations, before all the data is publicly released.

A perspective on how Steve Hansen applies systems research in his business.

Listen to Steve's personal testimony below on how his firm relies on Voice of the Customer and HR systems research.



In other HOT HR Tech News

The latest HR We Have a Problem episode, *Navigating the Labor Crisis: Discussions on Talent Management Decisions, Filling the Gap and Gen Z Hot Buttons*, Teri Zipper and guest Caitlin McGregor, Chief Executive Officer and Co-Founder at Plum, get into the huddle to talk about the current labor crisis and key strategies around effective talent management.

FREE TOOL! Take advantage of Plum's free talent tool - exclusively offered to HR Huddle listeners - and learn how to harness your natural talents with the [Plum Discovery Survey](#).

Sign up here: <https://use.plum.io/profile-hrhuddle>



Did you miss it?

If you didn't have time to catch last month's Insightful edition featuring the #Workday webinar with Stacey Harris on *Mastering Outcomes: A New Leadership Model for Strategic HR and Payroll* you can watch it here [on-demand](#),

Stacey and her guests discuss what it takes to achieve results through an outcome-focused approach to HR. She discussed the practical and research-backed steps in shifting the methods, mindset, and metrics needed to become a Strategic HR function.

Watch it here.

Just released to the public.

The [2022-2023 HR Systems White Paper, 25th Edition](#), is now available to the public for a discounted price of \$497.00. *Don't need the entire report? Our 2022-2023 White Paper Segment Reports will be available for download at \$199.00 per report in September.

Special announcement.

While we are honored to offer Distributor organizations and Survey Participants a complimentary copy of the HR Systems White Paper each year, the cost to provide one of the most extensive and comprehensive global research surveys continues to rise.

[We're excited to announce that the 2023-2024 HR Systems White Paper, 26th Edition, will be available to the general public for \\$1,297 starting on October 13th.](#)

Please share this unique opportunity to support Voice of the Customer research with your HR community network.

***Please help us continue to offer this invaluable complimentary research to the HR Community by sharing the opportunity to purchase the 2023-2024 HR Systems White Paper, 26th Edition, with your customers.**

