






Okay, can we all agree that the holiday season starts astonishingly early and [earlier] each year?

In this month's edition, we joined the fray [the temptation is real] 😊 to curate a wishlist of insights, events, and real-time market data resources to help readers inform better HR strategy business decisions and outcomes in the new year.! Happy shopping.

💡 **Here's our editor's list of a few best and brightest ideas. *Reader tip - check it twice!**

✅ **Learn why** our comprehensive self-funded research report based solely on survey responses from actual customers has been a must-have industry resource for 26 years. Download your **complimentary** copy of the just-released [Executive Overview](#) of this year's Annual 2023-2024 HR Systems White Paper here.

***HOT tip** - The aggregate chart below is an example of just one of the 94 you'll find in this year's report. Use this overview as a guide to the 2023-2024 HR Systems White Paper, 26th Edition, to fully understand the report's scope and depth of detail.

 The average HR tech spend per employee:	\$286-\$379
 The average number of HR system integrations:	23
 HR tech systems included in the annual HR budget:	8 to 10
 Average number of in-use systems:	21

✅ **Make informed decisions** on your HR tech investments with a 100% unbiased research report covering 31 types of applications in seven categories (core HR, payroll, benefits and wellness, HR service delivery, time management, and talent management), including emerging tech insights for expanded buy considerations.

***HOT tip - access this year's [2023-2024 HR Systems White Paper, 26th Edition](#) report here and take advantage of getting \$300.00 off by entering a one-time code D6EH68QF - exclusive to *Insightful subscribers* only.** This code expires on December 31, 2023.

✅ **Be our guest.** Hear [Stacey's](#) first-hand account and analyst perspective as she reveals key findings from the world's longest-running HR systems survey in this exclusive webinar, *HR's Most Comprehensive Study: The 26th Annual HR Systems Survey*. Be sure to enter the chat and tell Stacey you heard it through *Insightful* first! Here's a sneak peek at the topics she'll cover:

- Introduction & Research
- The changing labor market – and what that means for your business!
- The need to re-imagine your talent acquisition strategy and supporting systems
- The power and impact of a strategic talent acquisition function
- Looking Ahead & Questions

***HOT tip - attending allows you to receive HRCI and SHRM credits!**

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WEBINAR

HR's Most Comprehensive Study: The 26th Annual HR Systems Survey

Wed, Dec 6 | 10am PT

FEATURED SPEAKER

Stacey Harris
Chief Research Officer & Managing Partner

SAPIENT INSIGHTS GROUP

SHRM
RE-CERTIFICATION
PROVIDER

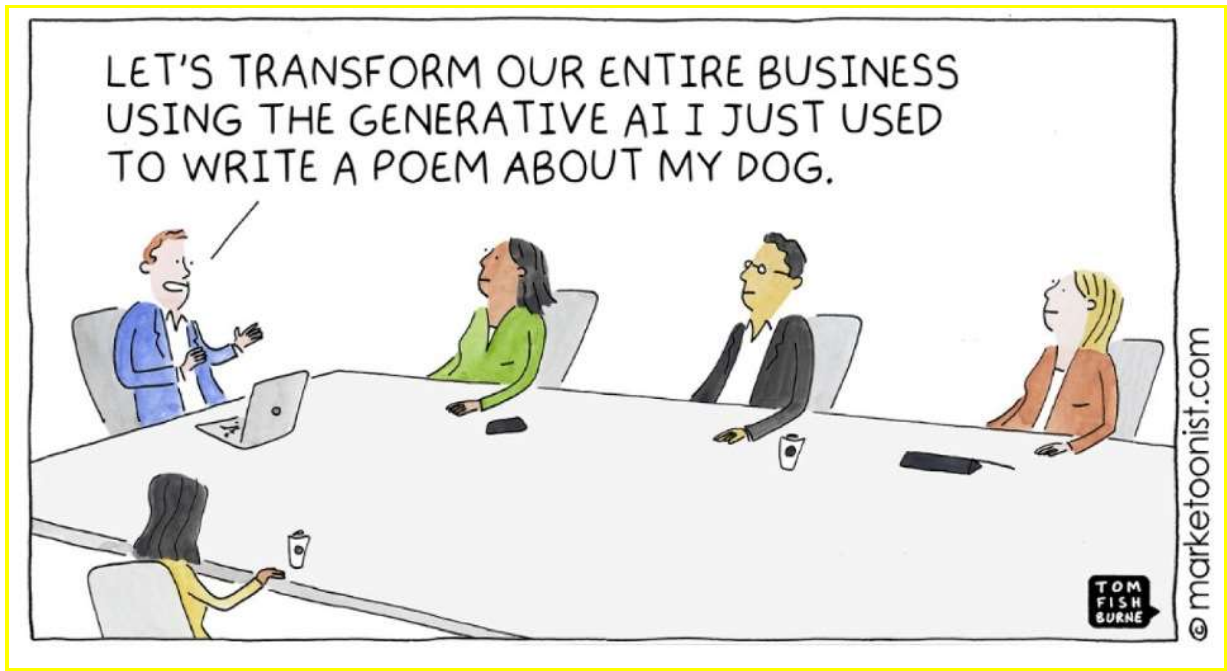
[Register here.](#)

✓ **Weigh in.** Are you in the RFP process? Before you buy, compare your top vendor selections for your next ERP project against this year's [Top Voice of the Customer rankings](#) here.



✓ **Have we met? Reach out.** This year, one of our key survey findings is letting the world know that HR is handling a lot of change! The representative chart we shared in this month's edition proves it. Since 2020, we've seen a **31% increase** in the average # of HR "modules in use" reported in our data! That's crazy!

***HOT tip** - if you find yourself juggling too many priorities and complex changes, take advantage of a [free 30-minute mini-assessment meeting](#) with our research analyst or change advisory consultant. Depending on where you are in your HR journey, we'll talk about how to turn this year's data into results.



✓ **Time to HR Huddle up!** AI is undoubtedly the buzz, but our 2023-2024 HR systems survey data reveals “little spending and even fewer strategies are being implemented for ethical use.” Stay current on hot topics like AI, breaking HR tech news, market trends, thought leader interviews, and more by subscribing!

***HOT tip** - listen to two popular episodes below and tell us what you think!

Spilling the Tea on HR Tech

[*New mergers, leadership shifts, and more insights on the responsible adoption of AI.*](#)

HR, We Have a Problem

[*The need to embrace a data-driven mindset and the impact of incorporating assessments into daily experiences.*](#)



[Subscribe to The HR Huddle](#)

✓ More HR Tech takeaways, surprisingly good news from this year's research, and an invitation to join a movement. Check out this [Op-Ed: HR Tech 2023: A Lesson in Learning from Each Other](#) about exciting opportunities ahead to develop HR service delivery models to help your people and businesses grow.

Blog highlight...is HR becoming more strategic?

"My favorite moment of the entire conference was when you cheered with us when we announced that 50 percent of HR organizations are now viewed as strategic partners—this is up from 46 percent the previous year. After almost no increase in that metric over the last six years, it's wonderful to see that HR organizations are finally being recognized and relied upon as strategic business partners. I loved hearing your stories of growth, change, and innovation grounded in business outcomes that are important to your executives. Let's hit our goal of 55 percent by 2025!" - Stacey Harris

*HOT tip - join the **55x25 Challenge** movement and become a [Raising the Bar on HR](#) member - a boutique LinkedIn group of HR practitioners, solution providers, and thought leaders getting together to solve critical challenges, offer industry insights, and share resources.

[Request to join here.](#)



Help us continue to support Voice of the Customer global research!

Plan your 2024 HR systems strategy with real-time data and market research by purchasing the [2023-2024 HR Systems White Paper, 26th Edition](#) [\$1,297.00] - publicly released October 13, 2023!

For more information and resources, visit our [Research Marketplace](#). Or, if you have immediate HR strategy project plans, let's chat about what this year's data is revealing to help with your forecasting needs - [connect](#) with us.

26TH ANNUAL



THANK YOU HR
COMMUNITY!



Don't forget to apply your exclusive Insightful subscriber code **D6EH68QF** for \$300 off

when purchasing this year's [2023-2024 HR Systems White Paper, 26th Edition](#).

It's all about employee experience!

Our team taking a break for a virtual Halloween lunch.

