

# HRIS Manager

The HRIS Manager oversees the implementation, maintenance, and optimization of HR information systems, ensuring HR tech aligns with business needs, supports data accuracy, enables process automation, and delivers insights across all areas of human resources.

## PROFIL

- **Influence:** Owns HR tech stack and system governance
- **Decision Maker:** Selects and configures HR platforms and vendors
- **Metrics and Targets:**
  - System Uptime
  - Data Accuracy Rate
  - Automation Coverage
  - User Adoption Rate
  - Reporting Turnaround Time

## TOP 5 PRIORITIES

- **Maintain Data Integrity** – Ensure accurate and consistent HR system records
- **Drive System Adoption** – Improve user experience and self-service capabilities
- **Automate HR Processes** – Reduce manual work through smart workflows
- **Integrate HR Platforms** – Connect tools for seamless data and process flow
- **Enhance Reporting Tools** – Deliver real-time, insightful HR analytics

## TOP 5 CHALLENGES

- Integrating disconnected HR systems
- Managing frequent data update errors
- Getting teams to adopt platforms
- Keeping systems configured correctly
- Meeting reporting demands quickly

## NEEDS

- **System Integration:** Seamlessly connect payroll, recruiting, and core HR platforms
- **Data Accuracy Tools:** Clean, monitor, and maintain reliable employee data consistently
- **Workflow Automation:** Build smart processes that reduce manual HR administration
- **User Training Support:** Ensure HR and managers use the system effectively and confidently

## MOTIVATION

- Deliver reliable, accurate HR data
- Reduce manual HR system tasks
- Build a fully integrated HR stack
- Enable strategic HR reporting
- Increase system adoption rates

## Discovery Questions

- Systems: "What HR platforms are currently part of your stack?"
- Data: "How do you ensure data accuracy across systems?"
- Automation: "Where would automation help most in HR processes?"
- Integration: "How well do your HR tools connect and sync?"
- Training: "How do you onboard users to HR systems?"
- Reports: "What kind of HR reports are in high demand?"
- Upgrades: "Are you planning any HR tech changes soon?"