

# How a modern HCM pays itself off

If you want to learn more about how a modern HCM can work for you, **book a demo** and see **People First** in action.

Let's talk 

## Reduce hiring costs

Recruitment is often one of the most expensive aspects of HR. With AI-enabled tools like resume parsing, job description generation and candidate matching, People First could save you time, money and headaches:

- ✔ People First can save **over 90% of time** when onboarding new employees
- ✔ **Reduce** time-to-fill with automated resume screening and role matching
- ✔ Unlock underused talent with skills-first hiring to **match the best people for your roles**



1

## Lower turnover and boost retention

Did you know that the cost of replacing an employee can range from 50% to 200% of their annual salary? Investing in upskilling, internal mobility and engagement can all help to reduce that churn:

- ✔ Prioritizing **internal mobility** could help keep your employees for twice as long as other organizations
- ✔ Reduce turnover by at least **10%** with embedded career pathways and performance tools



2

## Avoid compliance fines

Even a single mistake in compliance can be costly. With built-in governance frameworks, a modern HCM platform like People First can be a lifesaver:

- ✔ **Save** potentially thousands of dollars in penalties for employment law violations
- ✔ Deliver up to **30% increase** in the volume of regulatory returns handled without increasing headcount
- ✔ **Ensure compliance** with the new pay transparency legislation across 14 states



3

## Efficiency in HR operations

Running multiple systems wastes time and money. People First brings everything together in one simple platform, from talent management to compliance:

- ✔ Save up to **75% of time** managing HR actions with simple People First processes
- ✔ **Empower** your employees with self-service access to critical HR functions
- ✔ Reduce the risk of costly human error with **automated workflows**



4

## Avoid productivity loss from skills gaps

87% of US executives expect to be facing skills gaps in the next few years. With personalized learning and continuous development, a modern HCM platform can help you prevent costly external hiring and lost productivity:

- ✔ People First can deliver up to **94% increase** in course completions for business-critical learning
- ✔ Empower your teams with **tailored learning pathways** that seamlessly with your tech stack
- ✔ Set your people up for success with as many as **75%** of new joiners completing onboarding plans with no reminders

5