

BENEFITS OF HR AUTOMATION FOR NONPROFITS



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7 Benefits to HR Automation for Nonprofits

The top trend affecting nonprofits today is limited resources, according to the National Council of Nonprofits.

“Tell me something I don’t know,” you’re probably thinking.

Okay, how about this? If you’re attempting to make the most of your organization’s limited resources by continuing to do everyday operational tasks manually, you’re not helping matters – especially when it comes to human resources.

Keep using manual processes for tasks like benefits management, employee communications, performance review scheduling, and other typical HR functions – and you end up exhausting, rather than saving, scarce resources.

Automating HR at your organization enables you to maximize resources, so you spend less time on those processes – and, actually do them better. You’ll benefit not only from saving money, but also in other, more subtle (but equally impactful) ways.

Here are 7 benefits to automating HR at your nonprofit.



LEANER OPERATIONS AND LOWER COSTS

If you could hand over to an automated system many of the things your staff has to do to hire, train, and manage your organization’s workforce, just think how fewer staff members you’ll need. And, what about all the work you outsource? If the only reason you’re hiring contractors for things like payroll and services is that your overburdened staff doesn’t have time for them, automation can help there, too. Use it to cut outside contracting costs without adding to in-house staff.



MORE PRODUCTIVE HR PEOPLE

Are you still asking smart HR professionals to spend time on managing benefits enrollment, coordinating onboarding schedules, or keeping track of employee certifications? Automating these tasks will free up more time for strategic HR initiatives, including things like finding new ways to recruit top talent and retain great employees. With the turnover rate for nonprofits steadily increasing every year (up to 19 percent in 2015), it just makes sense to put your best minds to work on that – not on tasks a computer could be doing.

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HAPPIER EMPLOYEES ALL AROUND

When you provide an automated online system for employee communications and services, you make it easy for people to access all kinds of job-related information and answers. Just think: No more calling HR just to put in a request for time off or check on hours worked. And, no more calling two different places to track down the status of a medical claim or the amount of a 401K contribution – just one convenient source of information that makes everything easier.

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ONE PLACE TO GO TO FIND HR DATA

Quick, where can you find out how many hours an employee worked per week last year? What about information on the health care coverage employees were offered? And, the Social Security numbers of their dependents? Probably in three different places, if you have a traditional, non-automated HR environment. That makes pulling together HR data a challenge – as you're perhaps already discovering in your efforts to comply with Affordable Care Act reporting requirements. Save time and hassle by going with an automated system that provides one point of access to all of your HR data.

5

FEWER ERRORS AND OVERSIGHTS

Multiple systems, manual processes, overworked employees – sooner or later, someone's going to inadvertently make a mistake. It may be a minor annoyance like a misplaced file, something more serious like a certification expiration going unnoticed, or even a major tax reporting error. Whatever falls through the cracks, it's going to cost you, from a little time to a big fine. Don't let manual errors steal away resources that could be better used on initiatives to grow and improve your organization. Count on an automated system for accuracy instead.

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REDUCED COMPLIANCE RISK

It's no small feat to make sure you're dotting every "i" and crossing every "t" to comply with the legal and regulatory demands on your nonprofit. If all the usual W-2s, 990s, and other federal tax forms weren't enough, now you have 1095s for ACA reporting, too. Make a mistake or miss a deadline, and you could end up paying some hefty fines, which a nonprofit running on a tight budget can ill afford. Don't leave accurate calculations and deadlines to chance; let an automated system handle these tasks.

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LESS PAPER-RELATED OVERHEAD

A case of paper may set you back 50 bucks or so, but when you think about what it costs to print, deliver, store, and otherwise deal with documents you produce, that case of paper could end up costing you hundreds, if not thousands, of dollars. Replacing paper-based, manual processes with automated systems can eliminate that overhead, or at least reduce it significantly. Not to mention the good it does – and the goodwill it earns – to reduce your carbon footprint and run a greener organization.

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HR AUTOMATION WITH ABILA MIP FUND ACCOUNTING™

Using our comprehensive Human Resource Management suite, automate your HR processes directly from Abila's true fund accounting™ systems, MIP Fund Accounting and MIP Advance™. These management tools are fully integrated with Abila's true fund accounting systems and designed specifically for the unique tracking and reporting challenges nonprofit and government organizations face every day.

The modular approach makes it easy to choose the capabilities that will serve your organization best.

Our suite of HR modules includes:

- Human Resources for automation of fundamental HR tasks
- Benefit Enrollment for seamless integration of enrollment information
- Employee Web Services (EWS) for online employee self-service
- Payroll for essential pay processing tasks

ABOUT ABILA MIP FUND ACCOUNTING™

A true fund accounting™ system enables nonprofit organizations and municipalities to boost fiscal stability and manage ever-increasing financial complexities with ease and confidence. Abila MIP Fund Accounting™ and MIP Advance™ true fund accounting systems deliver everything you need to track, report, and manage finances – plus HR processes and tasks – across your organization.

ABOUT ABILA

Abila is the leading provider of software and services to nonprofit organizations and associations that help them improve decision making, execute with greater precision, increase engagement, and generate more revenue. Abila combines decades of industry insight with technology know-how to serve nearly 8,000 customers across North America. For more information, please visit www.abila.com. Subscribe to the Abila blog at [Forward Together](#).

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The Abila logo is a stylized, lowercase word "abila" in a bold, sans-serif font. The letters are a vibrant teal color. A small "TM" symbol is located at the bottom right corner of the letter "a".