

XREF

Seven Questions for HR Software Success





Making the Right Investment

A wealth of software has flooded the HR and recruitment industries in recent years, providing efficient, cost-effective alternatives to otherwise old and archaic business processes.

However, with so many options available, it can be difficult for HR leaders and recruiters to not only separate the good from the bad, but also identify the right platforms to be investing in right now.

Here, we look at seven key questions to ask before investing in your next HR software solution.

7 Key Questions



Is it business critical?

When budgets are tight or the market suffers, what business critical tools do HR professionals and recruiters really need? The landscape is full of “nice to haves” but do they offer real value when time and money are a challenge?



Is it enterprise ready?

Even the most innovative technology solutions are useless unless they pass the stringent legal, technical and commercial requests placed on them by big business. Today, this predominantly centres on data – its storage, protection, and security. Despite the lure of big business most tech startups are simply underprepared or qualified when it comes to guaranteeing regulatory and governance benchmarks.



Can it be deployed within 24 hours?

When HR teams and recruiters spot the technology they believe could positively impact their business, they do not want a lengthy implementation plan. They need to log on and get started. Apps that require high levels of customer setup are a burden in today’s “real-time” market.



Can it offer significant ROI?

With tight budgets, HR leaders and recruiters need technology that guarantees a return on investment in order to receive sign off from the CEO and CFO. Technology that requires significant investment upfront and offers a too distant or uncertain return should be overlooked in favour of those that have a track record for demonstrating value to the HR team and the broader business they represent.



Can it integrate with other HR systems?

The business that gets its offering right and then partners with the best in other fields to provide unparalleled service, experience and return, is the future model for success. HR leaders and recruiters are self-selecting best of breed applications and lining them up to form a seamless workflow.



Will it scale with your business?

Most HR leaders and recruiters want a progressive consumption model, whereby they prove the model in a small part of their business, as they progressively roll it out companywide. They need to know if their technology providers have the bandwidth in support and technical capacity to scale with their ambition. For large multinationals this also means the ability to support them on a global level, with multi-language capabilities.



Is its ownership clear and stable?

Tech decisions in large businesses are not just for Christmas, these are long term judgements. So the stability of ownership is critical. Privately owned apps that have been built on investment only from the founder re-mortgaging their house can be a risky investment. But a public entity with accessible records, tenure, governance and regulatory control may be a safer partner.

At Xref we pride ourselves on ticking all of the boxes above – but it's rare to find an organisation that can. As with any investment, taking the time out to through the pros and cons is essential to long-term payback.



Your Software Checklist

- ☐ Is it business critical?
 - ☐ Is it enterprise ready?
 - ☐ Can it be deployed within 24 hours?
 - ☐ Can it offer significant ROI?
 - ☐ Can it integrate with other HR systems?
 - ☐ Will it scale with your business?
 - ☐ Is its ownership clear and stable?
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About Xref

With Xref you can stop playing phone-tag and get back to recruiting the best talent. It will take you just 30 seconds to request an Xref and then you can sit back as the platform does the rest while offering everyone involved a smooth and enjoyable experience.

Xref is an enterprise-grade solution that makes reference, background and ID checking fast, simple and secure. With user-friendly technology, a fully-automated process and local customer support teams, it is now trusted by businesses all over the world to empower great people decisions.

The platform is accessible from any device and integrates with multiple leading HR tools and ATS platforms to offer seamless, end-to-end recruitment workflows.

Before you hire, check with [Xref](#).