

5 QUESTIONS TO ANSWER DURING A WORKFORCE MANAGEMENT NEEDS ASSESSEMENT

workforce
SOFTWARE · An ADP® Company

If you're ready to modernise your global workforce management technology, then it's time for a thorough needs assessment. Start by aligning your business goals, technical capabilities and known global regulatory requirements. Nail down your measures of success early, and you'll benefit from a well-organised implementation focused on scalability.

Questions to think about as you develop your needs assessment:

1 What pain points are slowing us down today?

Identify where manual processes, disconnected systems or data delays are creating bottlenecks in HR, payroll, operations, IT and finance.

2 How complex is our workforce?

Document the range of roles, rostering rules, pay policies, union agreements and international and local requirements you must support.

3 Where do we have compliance exposure?

Audit your workforce practices for compliance gaps in labour laws, union rules, tax jurisdictions and data privacy.

4 Are we getting the insights we need?

Assess your current reporting and analytics capabilities. Can you track labour costs, predict staffing needs and monitor compliance in real time? Can your managers proactively address or prevent unwanted business outcomes?

5 Can our current systems scale?

Evaluate whether your existing platforms can support growth into new countries, business models and labour categories.

"You really need to understand what your team's needs are. From there you can see what can be done and where technology can support and then find a solution that's addressing that need."

— Aman Bassi, Executive Vice President at GroupeX, an HR Path company

GroupeX
an HR Path company

[Catch GroupeX's full interview here](#)

Get the essential guide for selecting enterprise workforce management software

Once you've identified your workforce management needs, it's time to find the workforce solution that will support and evolve with your organisation's growth.

[Your buyer's guide here](#)

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